Overview

- Define Workplace Violence
- Warning Signs
- Self-Protection Techniques
- Active Shooter Situations
Workplace Violence

What is Workplace Violence?

• Physical Violence
• Sexual Assault and Coercion
• Verbal Threats and Intimidation
• Psychological and Emotional Abuse
Workplace Violence

Magnitude:

- Homicide: 1,000
- Rape: 51,000
- Robbery: 84,000
- Aggravated Assaults: 396,000
- Simple Assaults (no weapons): 1.5 million
- Threats / Intimidation / Harassment: 6 million +
Workplace Violence

Perpetrators of PHYSICAL VIOLENCE

- Current Employees: 26%
- Customers: 40%
- Strangers: 25%
- Domestic Spillover: 6%
- Former Employees: 3%
Workplace Violence

- It **can** happen anywhere!
Workplace Violence
Workplace Violence
Warning Signs of Violence

• Violent and Threatening Behavior:
  • Direct or veiled threats of harm;
  • Intimidating, belligerent, harassing, bullying, or other inappropriate aggressive behavior;
  • Bringing a weapon to the workplace, or fascination with weapons;
  • Statements showing a fascination or approval with incidents of workplace violence; “How can you blame them?”
Warning Signs of Violence
(continued)

**Emotional Problems** - Drug/alcohol abuse, depression, inappropriate emotional display, statements indicating desperation over family, financial, and other personal problems to the point of contemplating suicide

**“Strange Behavior”** - Extreme changes in behavior, appearance/hygiene, hypersensitivity to criticism

**Performance Problems** – Numerous conflicts with supervisors and others, increased absenteeism, repeated violations of policy
Warning Signs of Violence
Triggering Events

- Being fired or passed over for promotion
- Mishandled termination or disciplinary action
- Personality conflict (co-workers or supervisor)
- Financial or legal problems
- Breakup of a marriage or relationship
- Drug or alcohol use on the job
Coping With Verbal Threats of Violence

For an angry or hostile customer or co-worker:

• Remain calm.
• Call for help.
• Stall until help arrives.
• Listen.
Threats of Violence

- If being threatened with a weapon, should you...
  - Try to disarm the person?
  - Scream for help?
  - Try to run away?
- Comply with the attacker’s demands to a point...
- Try your best from being abducted
Threats of Violence

For someone attacking you with a knife or scissors:

• Create distance between you and the attacker.

• Use any object as a possible shield.

• Keep your body perpendicular to the attacker.
What is an Active Shooter?

- A suspect or assailant who’s activity is immediately causing death and serious injury

- The threat is not contained and there is immediate risk of death and injury
Active Shooter

- Considered the greatest terroristic threat on campuses

- Accelerated Law Enforcement Rapid Response Training (ALERRT) adopted as specific training for all officers at UT Arlington

- You need to understand what the law enforcement response will be so you can take protective measures
According to the FBI:

- 2002-2012 – 154 workplace shootings where 3 or more people were shot:
  - 43% committed suicide
  - 8% shot by responder
  - 45% arrested
  - 4% remain unidentified
- Motivation (top three):
  - Workplace retaliation – 21%
  - Domestic disputes – 14%
  - Academic retaliation of a former student – 7%
Characteristics and Warning Signs of Active Shooters

Social Outcasts who pride themselves on exclusions from popular circles

Often bullied, teased and/or rejected

May come across as shy or quiet, occasionally acting out aggressively

Depressed

Declining Social Functioning

Violent or dark themes present in school work, personal writing, humor, drawings or doodles

Has experienced discipline from the school, suspension or expulsion
Characteristics and Warning Signs of Active Shooters

Failed love relationship
Poor or tense relationship with parents
Low verbal aptitude
Captivated by weapons, bombs, paramilitary techniques
Fantasies involve violent retribution against oppressors
Fans of violent media, especially first-person shooter games
Often threaten or brag about shooting spree before it occurs
Klebold and Harris (Columbine 1999)
Other Shootings...
Dawson College Shooting
September 13, 2006

• Kimveer Gill went on a shooting spree in Montreal Canada.

• Gill injured 19, and killed one, before committing suicide
Pictures on his webpage

Pictures posted on his personal webpage at Vampirefreeeks.com
Virginia Tech Massacre
April 16th, 2007

Seung –Hui Cho, 23 years old

Senior level undergraduate student

Killed 32 people, wounded 25
Jokela School Massacre
November 7th, 2007

18-year-old student Pekka-Eric Auvinen, entered the school on that morning armed with a semi-automatic pistol

Killed 8, wounded 12 others at his High School in Tuusula, Finland
Northern Illinois Shooting
February 14th, 2008

Steven Kazmierczak was a graduate student in the School of Social Work

Fired into a crowd of 150 – 200 people in a lecture hall from the stage in DeKalb, Illinois

Killed 5, injured 18
UT Austin Shooting
September 28, 2010
Norway shooting
July 22 2011
Anders Breivik, set off bomb in Oslo then attacked island
Killed 8 in Oslo, 69 on island
Wounded 96
173 total victims
Single gunman
Aurora Colorado
July 20 2012

James Eagan Holmes
12 killed
58 injured
Had rifle, shotgun, pistol.
Booby trapped his apartment, it took 3 days to disarm.
Run, Hide, Fight!
Run

- After this presentation return to your work area, and find one way to escape, then another, then a third. Know several ways to escape each building you work in.

- Think beyond your area, does the office or classroom next door have a window, hallway, or rooftop you can break through to get to.
Lock your Door! Shooters look for unlocked, easily accessible areas
Barricade the door with furniture
Put your backpack on backwards
Put books inside your shirt:
2” books slowed every bullet
3” stopped most pistol rounds
4” stopped all pistol rounds
Develop a plan of action in the event the shooter enters the room

Hide
Fight

- Take Out the Shooter!
  Use improvised weapons:
  - Pens, letter openers, scissors, books, chairs, fire extinguishers, car keys

- Legal to have on campus:
  - 5 inch folding knife, Pepper spray
  - Taser™
Injury

Treat the injured

Remember Basic First Aid
For Bleeding apply pressure and elevate above heart.
Be creative in identifying items for use this purpose – clothing, paper towels, feminine hygiene products, newspapers, etc.
Improvised tourniquets need to be at least 1 inch wide.
Get your phone out now.....

817 272-3003

UTA Emergency Number

Calling from campus to 911 goes to the Arlington Police Department first

You can still call 911, but the above number is faster, as Arlington Police will have to transfer your call to our Police Department.
Communication devices on Campus

Call boxes
WORKPLACE SAFETY

Be Vigilant!
WHO ARE THESE PEOPLE?

See Something, Say Something:

If you are unsure or suspicious of people who say they are visiting or lost, please call security so they can assist the individual.

UTA Police Department – 817.272.3381
Crime Reporting Procedures

1. To report a life-threatening emergency, call 911 or UTA at 817.272.3003

2. To report other emergencies or criminal activity, call the UTA Police Dispatch at: 817.272.3381
UTA Police Web Site:

http://www.uta.edu/police