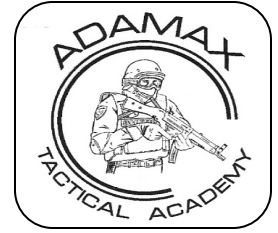


Workplace Violence Seminar



Physiological Reaction to Fear Induced Stress

Condition Green: Normal Daily Activities

Condition Yellow: Awareness of Potential Problem/ Slightly Elevated Heart Rate & Blood Pressure

Condition Orange: Alert & Focused/ Optimized Performance/ Slight Physiological Changes

Condition Red: System Overload/ Elevated Heart Rate/ Diminished Fine Motor Skills & Cognition

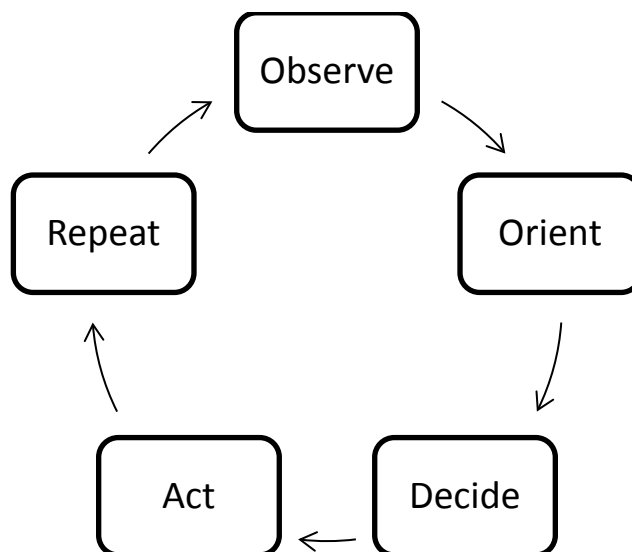
Condition Black: System Shutdown/ Health Risk/ Irrational Thought/ Panic or Catatonic Actions

Stress Reduction Techniques

Autogenic Breathing: Clinically proven to reduce heart rate. Breath in slowly for count of four/ Hold for count four/ Exhale for count of four/ Repeat

Nystagmous Eye Sweep: Holding Head Still, slowly shift gaze from far right to left on horizontal plane and repeat.

O.O.D.A. Loop

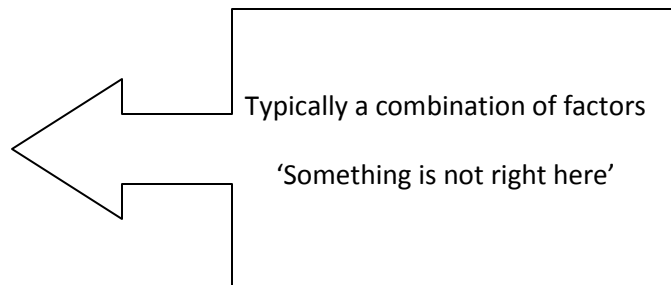


Threat Profiles

Directed Threat	Ancillary Threat	Mass Casualty
<ul style="list-style-type: none">• Assailant focused on single person /small group• May leave written or verbal warning• Real or perceived transgression	<ul style="list-style-type: none">• Actions subsidiary to other criminal act or person of interest• Gangs, estranged spouse, etc	<ul style="list-style-type: none">• Assailant is inten on high body count• Relies on stunned or helpless victims in common areas or crowds

Threat Indicators

- Profuse Sweating
- Nervous Twitches
- Repetitive Actions to Relieve Stress
- Pacing or Retracing Steps
- Unsure or Unsteady Action
- Rapid Speech Patterns
- Evasive or Vague Replies



Signs Someone is Carrying a Weapon

- Nervous Behaviors
- Unusual Gait or Stance
- Constant Adjusting Clothes/ Bag
- Jacket Sag
- Outline of Weapon
- Weapon Partially Exposed
- 'Touching the Baby'

Attack is Imminent

- Arm or Hand Concealed
- Eye Fixation
- Quickened Pace
- Refuses Your Orders to Stop or Leave

Response

Open Air

- Evacuate Immediately
- Look for Unconventional Exits

Secure Area

- Shelter in Place/ Barricade
- Class 2 Fire Door/ Significant Lock

Danger Close

- Fight- Use Improvised Weapons
- Yell, Scream, Distract

High Risk Events

- Ambiguous Onset & Time Flow
- Dynamic Sequence of Events
- Continually Evolving
- Distorted Passage of Time
 - Auditory Exclusion
 - Tunnel Vision

Venue Security

Quality Exterior Doors & Locks: Solid Wood/ Metal Frame/ Reinforce Jamb

Control Access: Single Point Public Entrance

Barriers Between Waiting Room & Admin Areas

Emergency Protocols: Simple & Concise/ Involve Staff

Heightened Awareness Protocols

- Direct or Implied Threat
- Alert Law Enforcement
- Alert Staff/ Employees
- Work In Pairs
- Remove Exterior Receptacles
- Recon Area Before Opening
- Recon Exterior On Closing –
- Exit in Pairs [minimum]
- Alter Normal Patterns & Habits