# PERSONAL SAFETY FOR FIELD STAFF







# Course Objectives

- To discuss the factors of workplace violence
- To develop a heightened situationalawareness
- To help develop a survival mindset
- To address becoming a hard target vs. a soft target
- How to survive and violent incident





## **SOME BASICS**

- YOUR OWN AWARENESS TO YOUR SELF AND WHAT IS AROUND YOU IS YOUR VERY FIRST LINE OF DEFENSE
- TRUST YOU GUT INSTINCT
- SELF-DEFENSE BEGINS BEFORE ANY PHYSICAL CONTACT
- WORKPLACE VIOLENCE IS THE #1 CAUSE OF DEATH FOR WOMEN





## DEFINITION

#### **VIOLENCE:**

ANY VERBAL, PHYSICAL, OR PSYCHOLOGICAL THREAT OR ASSULT ON AN INDIVIDUAL THAT HAS THE INTENTION OR RESULTS IN PHYSICAL AND OR PSYCHOLOGICAL DAMAGE.





## WORKPLACE

Any location where the employee is, due to job

requirements.







## TYPES OF VIOLENCE

**Verbal Abuse-** humiliating, degrading, lack of respect

Threats- expressing intent to cause harm through verbal threats, body language, and written threats

**Bullying-** Intimidation through veiled our outright threat posturing, can include physical and non physical.

**Sexual Harassment-** Any unwelcomed advances through any means, texting, social media, email, phone calls...

**Physical Assault** 





## TYPE OF PERPETRATORS

- Type I) Criminal Intent
- (Type II) Customer/Client
- (Type III) Worker-on-Worker
- (Type IV) Personal Relationship





## KNOW!

TYPE ONE- No relationship with the target

TYPE TWO- A person with a passing relationship

TYPE THREE- A person with intimate knowledge

of the target







## **SAFETY TIPS**

- Maintain the ability to communicate
- Report all incidents
- Inform management of restraining orders
- Train all employees
- Situational Awareness





## **CATEGORIES**

# **Potential Perpetrators of Violence**

- Customers/ Clients
- Co-Workers
- Managers/Supervisors
- Strangers
- ASSIGN PERCENTAGES





## SURVIVAL MINDSET

- DRESS TO KILL?
- MAKE EYE CONTACT
- KEEP EYES AND EARS OPEN, HANDS FREE
- FIGHT THE INNER WOMAN
- CREATE CHAOS AND MAKE A SCENE
- CHANGE YOUR ROUTINE
- IT'S YOU OR THEM!!!





## **SOFT TARGET**

- UNARMED AND UNAWARE
- DO YOU KNOW HOW TO USE YOUR HEAD, ELBOWS, AND KNEES?
- DO YOU CARRY ANY TYPE OF IMPROVISED WEAPON?
- IF NOT THEN YOU ARE RELYING ON 'GOOD LUCK.'
- MOST VICTIMS ARE UNARMED BOTH MENTALLY AND PHYSICALLY
- A SOFT TARGET IS ACCESSIBLE AND PREDICTABLE





## HARD TARGET

- A HARD TARGET IS ARMED WITH THE CAPACITY PRECEIVE AND ACCEPT THE THREAT
- YOU MUST SEE THE THREAT & BEFORE IT'S UPON YOU.
- KNOW BODY LANGUAGE
- DO NOT FREEZE- TAKE ACTION!
- BE UNPREDICTABLE
- FIGHT OR RUN
- PRACTICE THESE SKILLS









## PERSONAL DEFENSE



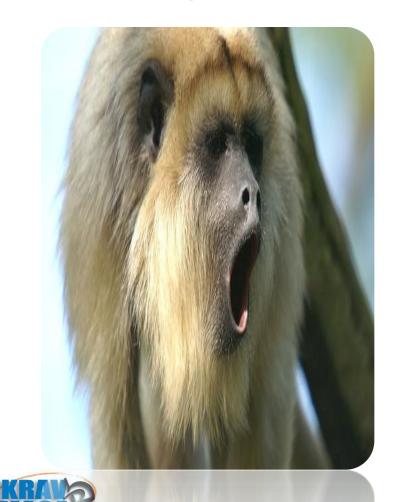


Did you know that 15 to 20% of the population are immune to CS spray?





## HOWLER VS. HUNTER







#### **HUNTERS**

Hunters work in stealth. They show evidence of planning and move along a path from "ideas to actions." Their goal is to attack with lethal

violence.







## **HOWLERS**

Howlers show visible anger. They use direct intimidation, verbal and written threats to create fear, stress, and anxiety in their targets. Their goal is control of their victims' emotional states.





#### THE DIFFERENCE

HUNTERS DO NOT GROWL. HOWLERS DO NOT HUNT. WHEN HOWLERS BEGIN TO HUNT, THEY ARE NO LONGER HOWLERS.





## THE LAST VIOLENCE EQUATION

#### **Motive + Opportunity= Threat Potential**

We will not always know the motive nor be able to change it. Attacks are usually preceded by *surveillance* and or *evidence of planning*.

Bad people are deterred by courageous people, good security, HR policies, constant awareness, sharing information with others, and reporting and acting on behaviors of concern and suspicious indicators.





## THE ACTIVE SHOOTER





An active shooter is an individual(s) actively engaged in killing or attempting to kill people in a open space...





## UNDERSTANDING THE SHOOTER

- ABGER
- REVENGE
- IDEOLOGY

UNRELATED MENTAL ILLNESS







## FACTORS THAT LEAD TO VIOLENCE

PERSON

**ENVIROMENT** 

TRIGGER

**CRITICAL INCIDENT** 





## **HOW TO RESPOND**

- 1. EVACUATE
- 2. HIDE OUT
- 3. TAKE ACTION AGAINST THE SHOOTER







## Take action

#### FIGHT, FLIGHT, or FREEZE???

- YELL!!!
- Act as of aggressively as possible
- Improvise weapons
- COMMIT TO YOUR ACTIONS







## SURVIVING A VIOLENT ATTACK

- ASSAULT
- CARJACKING
- ATTEMPTED RAPE
- ROBBERY
- HOME INVASION
- ACTIVE SHOOTER









## HANDS ON TRAINING TPOICS

- COMBATIVES
- GROUND DEFENSES
- SELF-DEFENSE
- GROUND FIGHTING
- SOFT TECHNIQUES
- ENVIROMENT



