

# PERSONAL SAFETY FOR FIELD STAFF



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# Course Objectives

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



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# SOME BASICS

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



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# 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.



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# WORKPLACE

Any location where the employee is, due to job requirements.



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# 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 or 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**



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# TYPE OF PERPETRATORS

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



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# 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



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# SAFETY TIPS

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



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# CATEGORIES

## Potential Perpetrators of Violence

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



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# 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!!!



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# 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



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# HARD TARGET

- A HARD TARGET IS ARMED WITH THE CAPACITY PERCEIVE 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



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# PERSONAL DEFENSE



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



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# HOWLER VS. HUNTER



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# 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.



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# 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.



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# THE DIFFERENCE

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



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# 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*.



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# THE ACTIVE SHOOTER



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



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# UNDERSTANDING THE SHOOTER

- ABGER
- REVENGE
- IDEOLOGY
- UNRELATED MENTAL ILLNESS



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# FACTORS THAT LEAD TO VIOLENCE

PERSON

ENVIROMENT

TRIGGER

CRITICAL INCIDENT



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# HOW TO RESPOND

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



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# Take action

*FIGHT, FLIGHT, or FREEZE???*

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



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# SURVIVING A VIOLENT ATTACK

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



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# HANDS ON TRAINING TPOICS

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



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