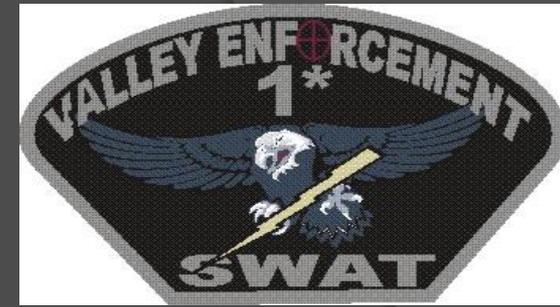




Introduction



- Chardon Police Department Executive Lieutenant
- Valley Enforcement Group Swat Team
 - Commander (14yrs experience)
- F.B.I National Academy class 231
- Sergeant United States Army 1991-1997
 - 1995 Soldier of the Year for entire U.S Army
 - Deployed in multiple hazardous duty areas



What is workplace violence?

- Any act or threat of physical violence, harassment, intimidation, disruptive behavior occurring at the work site
- Can involve employees, clients, customers, visitors, or family
- Recognized as a specific category of violent crime calling for distinct response

Examples

- ⦿ threats
- ⦿ harassment
- ⦿ verbal abuse
- ⦿ assault
- ⦿ murder
- ⦿ active shooter

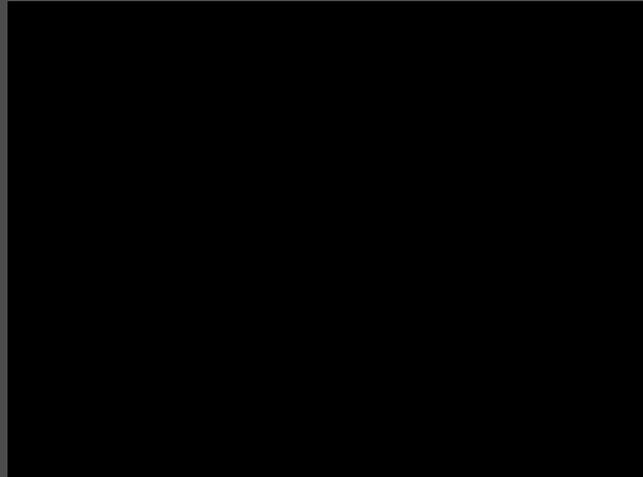


Prevention

- ⦿ Appropriate precautions
 - Zero-tolerance policy covering everyone
 - Implement workplace violence prevention program
- ⦿ Physical security measures
 - Controlled access
 - Ask or act when you see a new person



It will never happen here...



Prepare for the following

- Active shooting
- Law enforcement response
- EMS response
- Crime scene secured
- Investigation
 - Interview witnesses
 - Accountability
- Clean up



Active Shooter

- Be alert
- Lockdown
- Evacuate
- Prepare to fight (barricade, move, scream, throw things, takedown)
- Survivor attitude- **Surprised should not mean defeated**



How to be prepared

- ◎ **Planning and Preparation are key to Survival**
- ◎ Prepare like it will happen
- ◎ Plan should include options on:
 - How to respond
 - How to report
 - Evacuation points
 - Victim notifications



Practice, Train, Test Plan

- Teach skills that interrupt the act of shooting accurately
- Teach skills that will allow the targets to benefit from unknown advantages
 - Distance, time, movement, numbers
- No perfect plan

We cannot stop all events, but we need to
have a general knowledge of how to deal
with it



Questions?

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