WE ARE SEC
BARRIERS TO PREPARATION

1. Cost
2. Inconvenience
3. Aesthetics
4. Belief
WHEN DO WE WANT PREPARATION?
PROCESS

Site Assessment

Emergency Preparedness Plan

Critical Incident Response Training
COMPREHENSIVE APPROACH

- Layers
- Operations
- Culture
- Security vs. Function
- Intelligence gathering
- Sharing
COMMON MISTAKES

Failing to enlist expertise – You don’t know what you don’t know

Over corrections

Failing to take opportunities for prevention – Behavioral threat assessment

Failure to align prevention with threat

Failure to train
Layered approach

Active Shooters walk a path

Threat Assessment

Connecting the dots
ORIGINS OF TARGETED VIOLENCE

1. Criminal Intent (Robbery)

2. Customer/Client

3. Employee/Co-Worker

4. External Connection (Domestic)
MOTIVES FOR VIOLENCE

1. Avenge a real or perceived grievance
2. Achieve fame and notoriety
3. Bring national attention to a perceived problem
4. Radicalization
BEHAVIORS OF CONCERN

- Difficulty getting along with others
- Direct threats
- Injustice Collectors (Mary O’Toole)
- Personal life stress
- Overreaction to changes
- Obsession or interest in attacks
- Paranoia
- Depression or Suicidal
- Anger issues

- Access to weapons
- Evidence of radicalization
- Gathering weapons and ammo
- Increased target practicing
- Recent real or perceived loss
- History of stalking or harassment
- Grooming changes
- Isolation
- Leakage or Veiled Threats
THREE STAGES OF CRITICAL INCIDENT RESPONSE

S - Sense danger
E - Evaluate response options
C - Commit to action
SENSE DANGER

• Denial
• Normalcy Bias
• Social Proof
• Underestimating Severity
EVALUATE RESPONSE OPTIONS

PRE-INCIDENT ACTIVITIES

• Training
• Mental scripting
• Knowing your environment
COMMIT TO ACTION

• Commitment
• Conviction
• Confidence

DO SOMETHING!
ACTIVE SHOOTER RESPONSE

- Escape
- Secure
- Confront
BENEFITS

Reduce the fear

Employee satisfaction

Liability

Prevention of incidents
Questions