Introduction

Where is The University of Findlay?
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- Where is The University of Findlay?
- What is a Center for Terrorism Preparedness?
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- Where is The University of Findlay?
- What is a Center for Terrorism Preparedness?
- What is this guy doing at a convention on pollution??
What type of incident is the second-leading cause of fatal occupational injuries in the United States?
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Work Place Violence Statistics
USA Today Study, 2004
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USA Today Study, 2004

- Approximately 1,000 workplace homicides will occur in the US
- Accounts for approximately 12% of all work related deaths
- Assaults and threats of violence against Americans at work number almost two million a year.
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- 396,000 aggravated assaults
- 51,000 rapes and sexual assaults
- 84,000 robberies
- 1,000 homicides

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WPV Suspects:

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- General population 25% are 35 or older
- 92% of WPV Suspects are male
Common Motivators

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- Domestic problem spillovers
Contributing Factors

It’s a Crazy World
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- Our society grows increasingly violent
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- Weapons are easy to obtain
- Stress in the workplace and in society is always increasing
- The news media and internet access
Larry Hansel Incident

Laid off from Elgar Corporation- San Diego based electronics company
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- Shot out the Company switchboard - set off homemade bombs
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- After the shooting, Hansel rode away on his bicycle with his shotgun under his arm
Reasons for His Actions:

Hansel stated: “…attacks were justified, I attacked because I was laid off after I was told not to talk about religion or philosophy at work…”
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- Hansel stated: “…if I had the chance to do it again, I’d respond with more determination...”
Targeted Violence Process

Ideation:

- Subject formulates thought process of committing an act of violence
Targeted Violence
Process

- Ideation:
  - Subject formulates thought process of committing an act of violence

- Planning:
  - Life events propel the subject to begin actual planning—mentally or physically stalking target
Targeted Violence Process

Preparation:
- Subject moves from fantasy to reality, embraces his idea as a means to an end.
Targeted Violence Process

- **Preparation:**
  - Subject moves from fantasy to reality, embraces his idea as a means to an end.

- **Implementation:**
  - Violence has erupted or is about to.
What is a Manager to DO???
Recommended Guidelines

- Management commitment and employee involvement
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- Worksite Analysis
Recommended Guidelines

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  - Identifying high risk situations through:
Recommended Guidelines

- Management commitment and employee involvement

- Worksite Analysis
  - Identifying high risk situations through:
    - Employee Surveys
Recommended Guidelines

Management commitment and employee involvement

Worksite Analysis

- Identifying high risk situations through:
  - Employee Surveys
  - Workplace Walk-throughs
Recommended Guidelines

- Management commitment and employee involvement

- Worksite Analysis
  - Identifying high risk situations through:
    - Employee Surveys
    - Workplace Walk-throughs
    - Reviews of Injury/ Illness Data
Recommended Guidelines

- Hazard prevention and control
Recommended Guidelines

- Hazard prevention and control
  - Designing/Engineering
Recommended Guidelines

- Hazard prevention and control
  - Designing/Engineering
  - Administrative and work practice controls to prevent or limit violent incidents
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- Training and Education
Problems Encountered with Training

- Budget Restraints
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- Mission First
Problems Encountered with Training

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- Mission First - training when time is available
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- Mission First- training when time is available
- Pay me now or pay me later
Case Study

An Ohio-Based Major Petroleum Company recently concluded:

- Every two dollars spent on quality training it saved seven dollars in recovery costs after a critical incident.
Initiated in 1999 with the goal of assisting organizations and communities fully integrated training programs that will assist in the prevention of, preparation for, response to, and recovery from terrorist and workplace violence incidents, accidents and natural disasters.
University of Findlay’s Center for Terrorism Preparedness

Outgrowth of the school’s School of Environmental and Emergency Management program
University of Findlay’s Center for Terrorism Preparedness

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- Since 1986, SEEM and CTP have trained over 80,000 people across the United States, Canada, and Mexico
University of Findlay’s Center for Terrorism Preparedness

- Training can be customized to meet the client’s needs
University of Findlay’s Center for Terrorism Preparedness

- Training can be customized to meet the client’s needs
- Training is completed at the University or Customer’s site
University of Findlay’s Center for Terrorism Preparedness

- Training can be customized to meet the client’s needs.
- Training is completed at the University or Customer’s site.
- Training hours are flexible to meet Customer’s needs.
University of Findlay’s Center for Terrorism Preparedness

Training Instructors are professionals from a vast array of related fields—police, fire, coast-guard, corporate security, school violence practitioners, emergency management, EPA policy analysts, and many others…