TARGETED VIOLENCE
Today’s Purpose!

WELL THAT ESCALATED QUICKLY
IN CASE OF AN EMERGENCY
Dutch police arrested a Turkish man suspected of shooting dead three people and wounding five on a tram in the Dutch city of Utrecht

March 18, 2019
50 killed in mass shooting at two mosques in Christchurch, New Zealand

March 15, 2019

"Attack apparently broadcast live on social media"
"IEDs found in vehicle"
Why are we here?

Aurora gunman opened fire on his coworkers as soon as he lost his job (6 Dead)
February 2019

“Illinois gunman brought a pistol to his termination meeting at the sprawling Henry Pratt Co. in Aurora. When he found out he’d been fired Friday, he started killing the people in the room”
There have been 31 shootings at K-12 schools in the year since the shooting at Marjory Stoneman Douglas High School in Parkland, Florida.

Why are we here?

Shooter kills 26, wounds 24 at First Baptist church

Sutherland Springs Texas (Pop 400)

November 5, 2017
Two Men Shot Dead Entering Chicago Church.

August 13th, 2017

“The sermon was just about to begin Sunday morning [August 13] as Emmanuel Fleming walked up the steps of South Austin’s Friendship Baptist Church [Chicago, Illinois] accompanied by his three young children. . . . Around 11:15 a.m., two gunmen wearing bandanas ran toward the broad wooden doors of the church and opened fire in the direction of Fleming and another man, Michael Swift, 46, who was visiting the church.
Why are we here

6 Shot At New Life Church; Gunman, 2 Churchgoers Dead in Colorado

Churches take new security measures in face of terror threats

Church elder stabbed by knifeman who stormed into church and attacked three worshippers

Nine dead in Charleston church massacre
Why are we here

“Everyone in this country is a potential ‘soft target’: people at malls, community gatherings, schools, amusement parks, college campuses, and so on.”

Jim Glennon, owner of Calibre Press

March 2009
Pastor Killed, 2 Hurt in Illinois Church Shooting

Young Man Opens Fire in Alabama Church:
Why are we here?

Man Allegedly Loses Gym Membership for Harassment, Retaliates by Crashing Stolen Car Into Gym

March 2019
An expletive-ridden message regarding treatment of veterans was written in white spray paint across one side of the U-Haul truck.
Who is an expert?

- Who in this room is an expert at recognizing threatening behaviors?
- Who in this room is an expert at recognizing Suspicious behavior?
- Who in this room is an expert at recognizing potential dangerous encounters?

Who’s married?????
Assessing Vulnerabilities

Detection

Deterrence

Delay

RESPONSE
LAYERS OF SECURITY

ASSETS BEING PROTECTED

Inner protective layer (e.g., doors within building)

Middle protective layer (e.g., exterior of building)

Outer protective layer (e.g., natural or man-made barrier at property line)
Assessing Vulnerabilities

Detect

SITUATIONAL AWARENESS
Assessing Vulnerabilities

Deter
Assessing Vulnerabilities

Delay
Response

**RUN**
**HIDE**
**FIGHT**
Recovery
(After the shooting has stopped)

Consequence Management

<table>
<thead>
<tr>
<th>Probability Factor</th>
<th>Consequence severity</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Low</td>
</tr>
<tr>
<td>A Happens often</td>
<td>High</td>
</tr>
<tr>
<td>B Could easily happen</td>
<td>Moderate</td>
</tr>
<tr>
<td>C Could happen and has occurred here or elsewhere</td>
<td>Low</td>
</tr>
<tr>
<td>D Hasn’t happened yet but could</td>
<td>Low</td>
</tr>
<tr>
<td>E Conceivable but only in extreme circumstances</td>
<td>Low</td>
</tr>
</tbody>
</table>
ELEMENTS OF PHYSICAL SECURITY

Deterrence
- Fencing
- Signs
- Reputation
- Video cameras
- I.D. checks
- Weapon screenings
- Officer(s) on campus
- Thorny bushes
- Antigraffiti sealers
- Random locker searches
- Vehicle checks
- Drug dogs

Detection
- Sensors
- Drug dogs
- Bomb dogs
- Cameras
- Duress alarms
- Weapon screenings
- Student “hotlines” or crimestopper programs
- Drug swipes
- Staff in strategic locations

Delay
- Bolted down equipment
- Locked doors
- Fences

Response/Investigation
- Security personnel
- Law enforcement
- Viewing videotapes
- Reward offered for information

Consequences
- Suspension/expulsion
- Mandatory work on campus
- Citation or arrest by law enforcement officer
- Judicial system

Exhibit 1.3. This diagram depicts things to consider when designing a new security system for a school environment that can be used against various threats. Some examples of each component are included.
Items Addressed in Policy

• Piggy Backing
• Smoking Area
• Key Control
• Facility Visitor
• Vehicle Parking
• Lost ID Card
• Reporting Policy
• Accountability
• A Culture of Security
Being Prepared starts with “Planning”
Changing the Mindset & Culture

SHELTER IN PLACE

LOCKDOWN

KEEP CALM AND FOLLOW EMERGENCY PROCEDURES
“Prevention, with a Robust Reporting System, along with Layered Security is the Key”

Retired San Diego County Under Sheriff Ed Prendergast
“Is this Person Dangerous?”

- No one is dangerous all the time
- Everyone is capable of violence
- Dangerousness is circumstantial

What the heck does that mean!

It means that when we do Threat assessments to see if someone posses a threat or is dangerous, we do not just assess the individual, we also assess the situation.
"Pathway to Violence"

Grievance
Ideation
(Right the wrong)
Planning
Acquisition
Probing
**Attack**
(Mere seconds or years.)

**The final act is the attack.**

*Leakage* This may be the only area where you may be able to detect the person's motives.

They may tell a family member or a co-worker that "Tomorrow may not be a good day to..." and many of these Final Acts are because of a trigger.
What to Look For

Changes in Behavior

**Family problems**: Marriage / Family issues

**Financial problems**: Home foreclosure, Job loss, Bills.

**Substance abuse**: Alcoholism, Drug addiction

**Medical conditions**: Chronic pain, A serious medical diagnosis, or Terminal illness

**Mental illness**: Not just from the mentally ill, but family as well.

Triggering Events
Changes in Behavior

- Increased Crying,
- Excessive absenteeism
- Disrespect for authority.
- Increased mistakes or errors
- Refusal to acknowledge job performance problems.
- Faulty decision making.
- Testing the limits
- Making inappropriate statements.
- Inability to focus.
- Blaming others for mistakes.
- Complaints of unfair personal treatment.
- Insistence that he or she is always right.
- Misinterpretation of communications from supervisors or co-workers.
- Social isolation.
- Personal hygiene is poor or ignored.
- Sudden and/or unpredictable change in energy level.
- Holds grudges, especially against his or her supervisor.
- Verbalizes hope that something negative will happen to the person against whom he or she has the grudge.
How threats are communicated.

- Social media
- Cell phone
- Email
- Face to Face
How Threats are communicated.

Clinched Fist
1000 Yard Stare.
Fixated Stare
Fighter Stance
Rocking Back
Witness Check
Wiping Face
Puffed Chest
Invading Space

(Look for ques in combinations with words)
“What should we do and how will we know?”

First understand and listen to your internal gift.

Fear and Intuition are two of the greatest gifts we have.

**Fight or Flight (DO NOT OVERRIDE)**

Intuition *is always* a response to something and will *always* act in your best interest

- WOMEN’S INTUITION
- GUT FEELING
- LUCKY GUESS
- BEGINNER'S LUCK
- SECOND SIGHT
- SIXTH SENSE
Threat recognition
Board Meeting
“What should we do and how will we know?”

When you get that Gut feeling or … start paying attention (Listen)

Listen to help (How)

- **Be attentive:** Give the person your physical (and mental) attention
- **Follow the conversation:** Make eye contact, use un-intrusive gestures (nod your head, saying okay or asking an infrequent question.)
- **Show Empathy:** (“I understand why…” (Not in agreement with…))
- **Listen when you are “listening.”**
  No other activities when listening.
  Multi-tasking is not good when you are listening.
Body Language

80 to 90 Percent of communication is non-verbal.

I'm not listening to you.
Your crazy!
Protecting yourself

Try and keep a safe distance. (Legs Length)

F.I. Stance

Have a desk or counter you can get behind.
Use your voice

Use or don’t use?

Lowered Voice
Raised Voice
Controlled Voice
Speak slowly
Humor

Be Respectful
Say Please and Thank-you

“I didn’t call you Stupid!”

Remove onlookers
Have a Partner (the right partner)
Find a Supervisor

“Mr” or “Ms” indicates respect.
Notification and Follow-up

Always report minor situations
  May become a bigger issue

Always document every threatening event.
  Documentation will help all parties when evaluating re-occurring events.

Intervention helps
  Have a Supervisor (Or if appropriate Law Enforcement)
Avoid becoming emotionally involved

Avoid engaging in power struggles.

Avoid becoming rigid in your process.

Avoid telling the other person that you “know how he or she feels.”

Avoid raising your voice, cussing, making threats, and giving ultimatums or demands.

Avoid aggressive language, including body language.

Do not attempt to intimidate a hostile person.
WHAT SHOULD YOU DO IF THREATENED?

Do your best to safely **avoid ALL contact** with the individual.

**Inform** family, friends, and co-workers of what is going on in regard to the activities.

**Report** the activities to Supervisors, Law Enforcement, and follow their advice.

**Keep a journal or log** of all incidents connected to the activities.

**Keep** all letters, packages, taped telephone messages, E-mails, etc. received from the individual.
STAY SAFE!

• Always park in well-lit areas and keep car doors locked while in the vehicle.

• Always be alert for vehicles or persons following you. (Take the time to look around)

• Resist the temptation to look at your phone or other distractions while walking and driving.

• Use discretion and caution when taking shortcuts through isolated areas.

• Watch body language and plan on an escape route to get away from the potential threat.
STAY SAFE!

• Always be alert and be aware of to your surroundings.

• Arrive early in order to maneuver a safe entry and familiarize yourself with your location.

• Listen for unusual sounds that may indicate a threat or potential problem.

• Before leaving the security of a building, look outside for suspicions persons or circumstances.
  • Ask for an escort or wait for the problem to leave.

• Have a plan to walk with a second person if you are expecting issues.
STAY SAFE
SHOTS FIRED!
ACTIVE SHOOTER RESPONSE
THE PLAN IS SIMPLE

RUN

HIDE

FIGHT

“Thought is action in rehearsal”

Sigmund Freud
• Run Fast!
• Get as far away from the shooter as possible.
• Help others get out.
• Don’t panic!
HIDE

- Out of Sight
  - Cover/Concealment
- Lock doors
  - Block with heavy objects
- Remain quiet
  - Silence cell phones
- Don’t open the door!
• Last Resort
• Instinctual
  • Fight or flight
• Even the odds
  • One against many
  • Barriers, trip wires, improvised weapons
• Turn out lights
FIGHT
WHAT CAN I USE AS A WEAPON?
WHAT CAN I USE AS A WEAPON?
WHAT SHOULD I DO AFTER DEPUTIES ARRIVE?

- Everyone will be considered a suspect when first contacted
- Do not run towards Deputies
  - You may get hurt
- Keep your hands visible
- Do what Deputies tell you to do
Lieutenant Damon Blankenbaker

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