**Workplace Violence - Preparing for, Addressing during and Managing Afterwards**

**Date**: April 18, 2019, 11:15am

**Location**: Elgin Country Club, 2575 Weld Rd Elgin, IL

**Description**: Violence within the workplace is becoming a more frequent reality for employers and organizations. Having the skills and knowledge to prevent, minimize and address violence that occurs in the workplace is important for all employers and organizations.

During this special 2 hour presentation, presenters from Team Fireball, Homeland Security and SmithAmundsen will discuss different issues and scenarios of workplace violence. Debbie Pickus of Team Fireball will discuss addressing and managing safety in the workplace, including workplace violence, Charles Dushane from Homeland Security will address active shooter scenarios, and Michael Wong of SmithAmundsen will address legal issues with workplace violence. Topics that will be covered include:

* How to properly conduct a threat assessment to reduce the risk of workplace violence and employment lawsuits
* Tips and tricks for effectively terminating a problem employee while avoiding litigation (or, at least, diminishing risks)
* Personal Safety Awareness: how to heighten your mental, physical and environmental awareness to reduce risk tolerance
* How to recognize a threat before it becomes an issue
* Hands-on learning of basic personal safety skills
* Information regarding active shooter scenarios
* How to address and manage the impact of an incident of workplace violence

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**ADDITIONAL MATERIALS** – The following are links to additional materials that were provided by Chuck DuShane. Copies of these materials can be obtained by going to the links below, or accessing the records provided by Chuck DuShane here:

* Link: https://salawus.box.com/s/vmucs6i7ovy5m5mp9ijm3vpeqbtlbhm3
* Password: PyM#4TG-mgRM

(As a note – you may have to copy and paste the link into your web browser).

FBI –

* Webpage – Active Shooter Resources
* Materials -
	+ Workplace Violence – Issues in Response
	+ FBI – Crisis Communications Quick Reference Guide (*See* www.salawus.box.com or Non-FBI webpage – http://www.activeshootertest.com/wp-content/uploads/2015/07/FBI-Crisis-Communications-Trifold-2-sided-Reference-Guide.pdf )

DHS -

* Webpage - https://www.dhs.gov/cisa/active-shooter-preparedness
* Videos – Homeland Security’s YouTube Video Channel
* Materials –
	+ DHS Bomb Threat Procedures and Threat Checklist
	+ DHS Recognize the Signs of Terrorist -Related Suspicious Activity
	+ DHS Active Shooter Recovery Guide
	+ DHS Recovering from an Active Shooter Incident
	+ DHS Mass Gatherings - Security Awareness for Soft Targets and Crowded Places
	+ DHS Security of Soft Targets and Crowded Places - Resource Guide
	+ DHS Vehicle Ramming - Security Awareness for Soft Targets and Crowded Places
	+ DHS Active Shooter Attacks - Security Awareness for Soft Targets and Crowded Places
	+ DHS Active Shooter Preparedness Program
	+ DHS Active Shooter Event Quick Reference Guide
	+ DHS Active Shooter Pocket Card - Spanish
	+ DHS Active Shooter Poster - Spanish
	+ DHS Active Shooter Pocket Card
	+ DHS Active Shooter Poster
	+ DHS Active Shooter - How to Respond
	+ DHS Unattended / Suspicious Items (*See* www.salawus.box.com)
	+ DHS Suspicious Activity (*See* www.salawus.box.com)
	+ DHS Tools and Resources to Help Businesses Plan, Prepare, and Protect from an Attack
	+ DHS Security Assistance for Public Gatherings (*See* www.salawus.box.com)
	+ DHS Pathway to Violence - Warning Signs and What You Can Do
	+ DHS Countering Violent Extremism - Educational Sheet
	+ DHS Assist Visits and the Infrastructure Survey Tool
	+ DHS Protective Security Advisor Program
	+ DHS Bomb Threat Checklist
	+ DHS Bomb Threat Guidance

CPD -

* Report Suspicious Behavior and Activity

**How to React Quickly and Safely to Suspicious Packages and Bomb Threats:**

Bomb threats are a rare but serious event. How quickly and safely you react can save lives, including your own:

* DO report suspicious activity, unattended packages, or a potential bomb threat to authorities immediately, follow instructions, and evacuate the area
* DO provide as much detail as possible to authorities
* DO seek distance and cover – they are the best means to reduce the risk of injury
* DO NOT approach or inspect suspicious items or unattended packages
* DO NOT congregate near the incident scene – it may impede first responders and there could be a risk of secondary attacks

**Be Prepared for IEDs and Play a Role in Prevention!**

Below are counter-IED resources appropriate for individuals, families, travelers, educational and religious institutions, and businesses, as well as law enforcement, emergency services, or security professionals, which provide insight to help increase preparedness and reduce risks associated with potential bombings.

**Bomb Threat Guidance:**

* Bomb-Making Materials Awareness Program (BMAP) Video
* Bomb Threat Checklist
* Bomb Threat Stand-Off Card
* Bomb Threat Management Guidance Quad-Fold
* Bomb Threat Management Video
* Bombing Prevention Lanyard Cards (Lined Version)
* Bombing Prevention Lanyard Cards (Unlined Version)
* (**NEW**) Sports and Entertainment Venues Bombing Prevention Solutions Portfolio **(The best source of comprehensive counter-IED products, tools, training and resources)**

**Awareness Materials:**

* FBI-DHS Private Sector Advisory - Ammonium Nitrate- & Urea-Based Fertilizers Poster
* FBI-DHS Private Sector Advisory - Hazardous Chemicals Poster
* FBI-DHS Private Sector Advisory - Hazardous Chemicals Card
* FBI-DHS Private Sector Advisory - Peroxide Products Poster
* FBI-DHS Private Sector Advisory - Peroxide Products Card
* FBI-DHS Private Sector Advisory - Suspicious Purchasing Behavior Awareness Poster
* FBI-DHS Private Sector Advisory - Suspicious Purchasing Behavior Awareness Card
* FBI-DHS Private Sector Advisory - Retail and Shopping Center Advisory
* Mail and Suspicious Package Guidance Poster

**Virtual Training:**

These web-based courses provide general awareness-level, counter-IED information to a broad audience via an online virtual training experience with a live instructor, using Adobe Connect through the Homeland Security Information Network (HSIN). These courses are designed for small group instruction of 15 to 25 participants.

A FEMA Student ID (FEMA SID) is required to participate in all VILT OBP course offerings. To obtain a FEMA SID, visit FEMA’s website to apply.

To view the VILT training schedule and register for a course, please visit the VILT website.

* Homemade Explosive (HME) and Precursor Awareness (AWR-338)
* Improvised Explosive Device (IED) Construction and Classification Course (AWR-333)
* Improvised Explosive Device (IED) Explosive Effects Mitigation Course (AWR-337)
* Introduction to the Terrorist Attack Cycle Course (AWR-334)
* Protective Measures Awareness Course (AWR-340)
* Response to Suspicious Behaviors and Items Course (AWR-335)

**Computer-Based Training:**

**Homemade Explosives and Precursor Chemicals Awareness for Public Safety Computer Based Training  (AWR-349)**

This one-hour, awareness-level, computer-based course, available through TRIPwire, educates law enforcement, firefighters, emergency medical technicians, and other public safety personnel about homemade explosives—commonly referred to as HME—the precursor chemicals that are used to manufacture HME, and actions to take if HME precursor chemicals or equipment are thought to be present during a routine service call.

**Improvised Explosive Device Awareness and Safety Procedures Computer Based Training (AWR-341)**

This one-hour, awareness-level, computer-based course, available on TRIPwire, provides foundational knowledge concerning improvised explosive devices (IEDs) and proper safety precautions and procedures for reacting and responding to unattended and suspicious items.

If you are a law enforcement, emergency services, or security professional, much more information is available through free registration to the full TRIP*wire* website. Inside you will find valuable resources and much more detail on IED threats and counter-IED activities.

Find more information on the DHS Office for Bombing Prevention at https://www.dhs.gov/obp

For additional information on how to identify suspicious activity, safety and effectively react to bomb threats, or get additional counter-IED awareness, or planning resources, contact your local Protective Security Advisor.