ACTIVE THREAT

University of Nevada, Reno Police Services
DEFINITION OF WORKPLACE VIOLENCE

• Workplace violence is any physical assault, threatening behavior, or verbal abuse occurring in the work setting

• A workplace may be any location either permanent or temporary where an employee performs any work-related duty
ACTS OF WORKPLACE VIOLENCE

- Incidents include:
  - Beatings
  - Stabbings
  - Suicides
  - Shootings
  - Rapes
  - Psychological traumas
  - Threats/verbal abuse or obscene phone calls
  - Intimidation
  - Harassment of any nature (including bullying)
  - Being followed, sworn or shouted at
WHO COMMITS WORKPLACE VIOLENCE?

- Employee
- Former Employee
- Students
- Contractor
- Customer
- Vendor
“PROFILE” OF A PERPETRATOR

THERE IS NO PROFILE!
PREPARE A RESPONSE PLAN

• Analyze past incidents
• Assess potential for violence
• Assess preparedness
Survival Mindset

• Must be developed NOW!!!!
• Threats can happen anytime, anywhere, to anyone.
• You must take direct responsibility for your safety.
• Know your office/buildings
• Ask yourself: “What if” questions
• Prepare yourself mentally and emotionally to react
• Mentally or physically practice your plan
Active Threat

• In general, how you respond to an active threat will be dictated by the specific circumstances of the encounter.
• Keep in mind there could be more than one threat involved in the same situation – multiple people, different situations going on, etc….
• Two options exist for escaping the threat: evacuate or lock down!!
Active Threat

• Alert others to the emergency (Code Word).
• If the threat is still present, whether it be a person, fire, or other, **CALL 911** and attempt to go to a safer place.
• Do not move injured persons unless the threat of letting them stay where they are is greater than their injury.
• Do not assume help can come quickly
• Learn evacuation options ahead of time – **KNOW YOUR BUILDING!**
• Lock down means preventing entry and concealing yourself
Unsecured Areas

• If you find yourself in an open area, immediately seek protection.
• Put something between you and the threat
• Is escape your best option? Do you know where the threat is?
• If in doubt, find a safe area and secure it the best way you can.
Law Enforcement Response

• Law enforcement will immediately respond to the incident.

• Law enforcement’s goal is to locate, isolate, and eliminate the threat.
Law Enforcement Response

- You may be treated as a suspect.
- Weapons could be aimed at you.
- You may be searched or handcuffed.
- You may be asked to keep your hands in the air or on your head.
- You may be escorted out of the building by law enforcement personnel.
DO NOT

- Run toward police
- Point at them
- Make quick movements
- Scream, yell, demand
- Have anything in your hands
DO....

• Raise your arms
• Spread your fingers
• Show hands as you drop to the floor
• Keep your hands visible
• Spread arms and legs
• LISTEN!!!!!
How can you help prevent someone from becoming a threat?

• Notify your supervisors
• Notify the Police
• See something, say something
• TELL SOMEONE!!!!
Your Initiative to Learn May Save Your Life

- http://www.dhs.gov/activeshooter
- http://youtu.be/mkNXUJgcSUk
QUESTIONS?