

Workplace Violence

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Agenda

- ▶ Where we are today- historical trends/statistics
- ▶ Misconceptions and gaps
- ▶ Mitigating risk and addressing gaps
- ▶ De-escalation/physiological response

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Gunman Kills 3 at Kansas Factory Before Dying in Shootout

By JOHN ELIGON, LIAM STACK and JULIE TURKEWITZ FEB. 25, 2016



One of the 15 people injured in a shooting at Excel Industries in Hesston, Kan., on Thursday was taken away. KSNW.com

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NEWTON, Kan. — Three people were killed at a manufacturing plant in Hesston, Kan., on Thursday by a man who had driven through at least two towns shooting a gun out of his car window, the police said.

The gunman was killed in a gunfight with a police officer inside the factory, the authorities said.





Siemens technology helps maximize production.

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- 
- ▶ Proactive
 - ▶ Bad place/bad people
 - ▶ Employee engagement
 - ▶ Security measures

 - ▶ Reactive
 - ▶ Run/Hide/Fight
 - ▶ Complexity
 - ▶ Readiness

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Not just work



- ▶ Schools
- ▶ Malls
- ▶ Hospitals
- ▶ Restaurants
- ▶ Etc., etc., etc.

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▶ 18,000 non-fatal events each week

▶ 1,000 murders each year

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MST

MASS SHOOTING TRACKER

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357

U.S. mass shootings in 2025

6889

mass shootings since 1/1/2013

1

days since last mass shooting

See the data

f

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The Mass Shooting Tracker is a crowd-sourced database of U.S. mass shootings. We define a "mass shooting" as a single outburst of violence in which four or more people are shot. This is not the same as mass murder as defined by the FBI. [Learn more here.](#)

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Why?

- ▶ Each event normalizes the next
- ▶ Social media
- ▶ Terrorism mixed with social unrest
- ▶ Deadlier or more frequent?

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Violence Defined

- ▶ Threatening behavior
- ▶ Verbal or written threats
- ▶ Harassment/ Verbal abuse
- ▶ Physical attacks
- ▶ Text/email

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- ▶ 10% of American workers report working in an atmosphere where physical violence has occurred
 - ▶ 42% say that yelling and verbal abuse is common in their workplace

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More Likely In Workplaces Without



- ▶ Policies
- ▶ Managers who understand & act on concerning behaviors
- ▶ An employee screening process
- ▶ A training program
- ▶ Due process for discipline/termination

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More Likely In Workplaces With

- ▶ Managers who tolerate a toxic work environment
- ▶ Constant change & uncertainty
- ▶ Inadequate security measures

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Behaviors

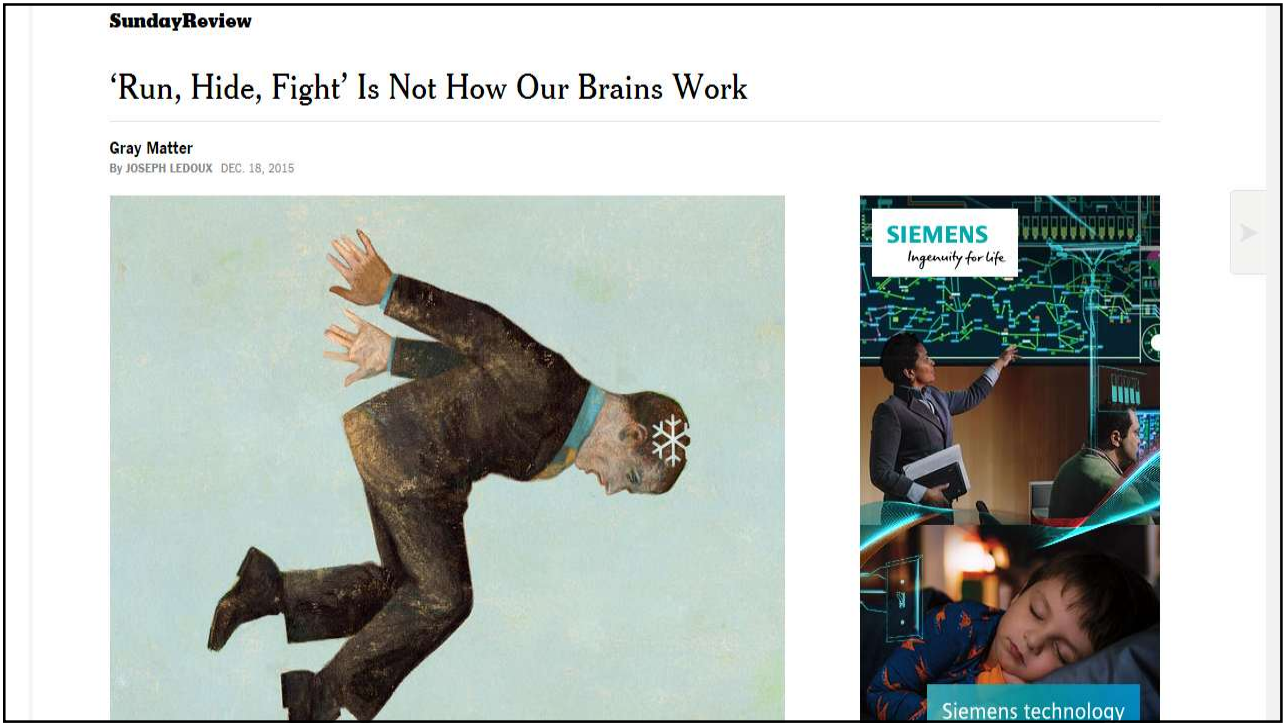
- ▶ Temper tantrums
- ▶ Excessive absenteeism
- ▶ Decrease in productivity/performance
- ▶ Testing limits
- ▶ Disrespect for authority
- ▶ **Verbalizes negative actions/harm- "If I could..."**
- ▶ **Sabotage/theft**
- ▶ **Number & intensity of arguments rises**
- ▶ **Intense anger**
- ▶ **Social withdrawal**
- ▶ **Suicidal threats**
- ▶ **Property destruction**

Not "out of
the blue"!

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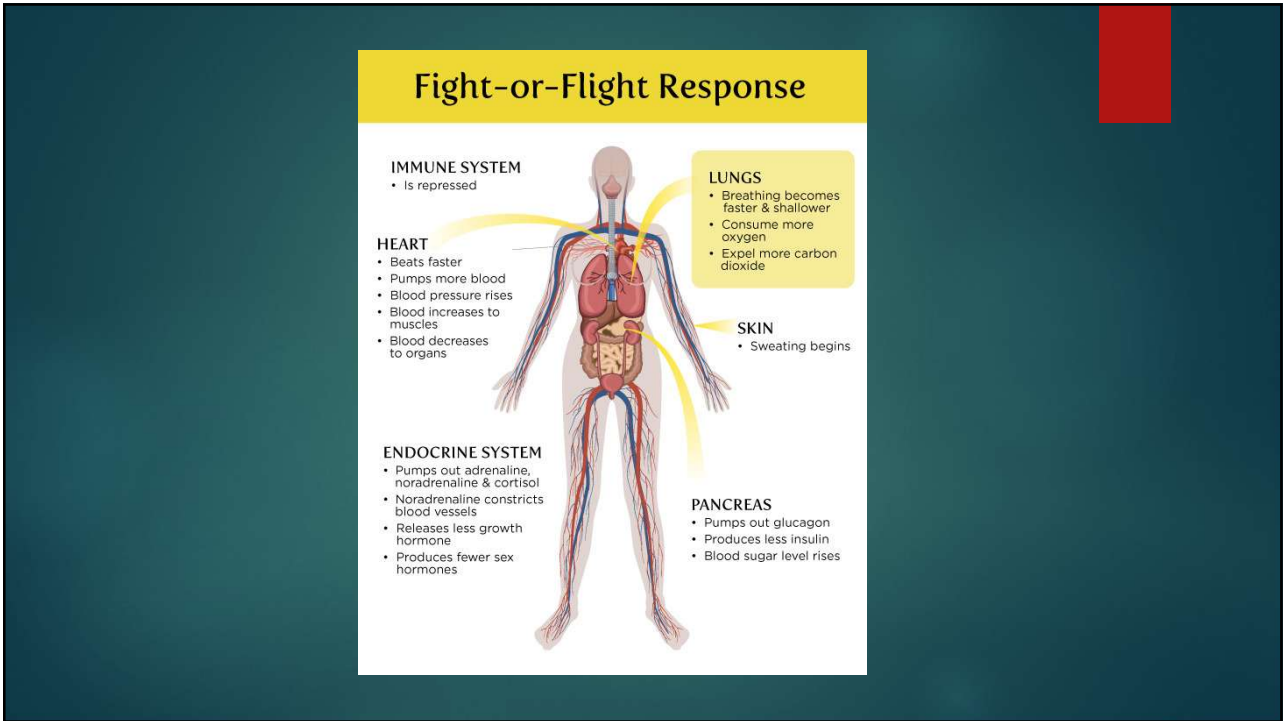
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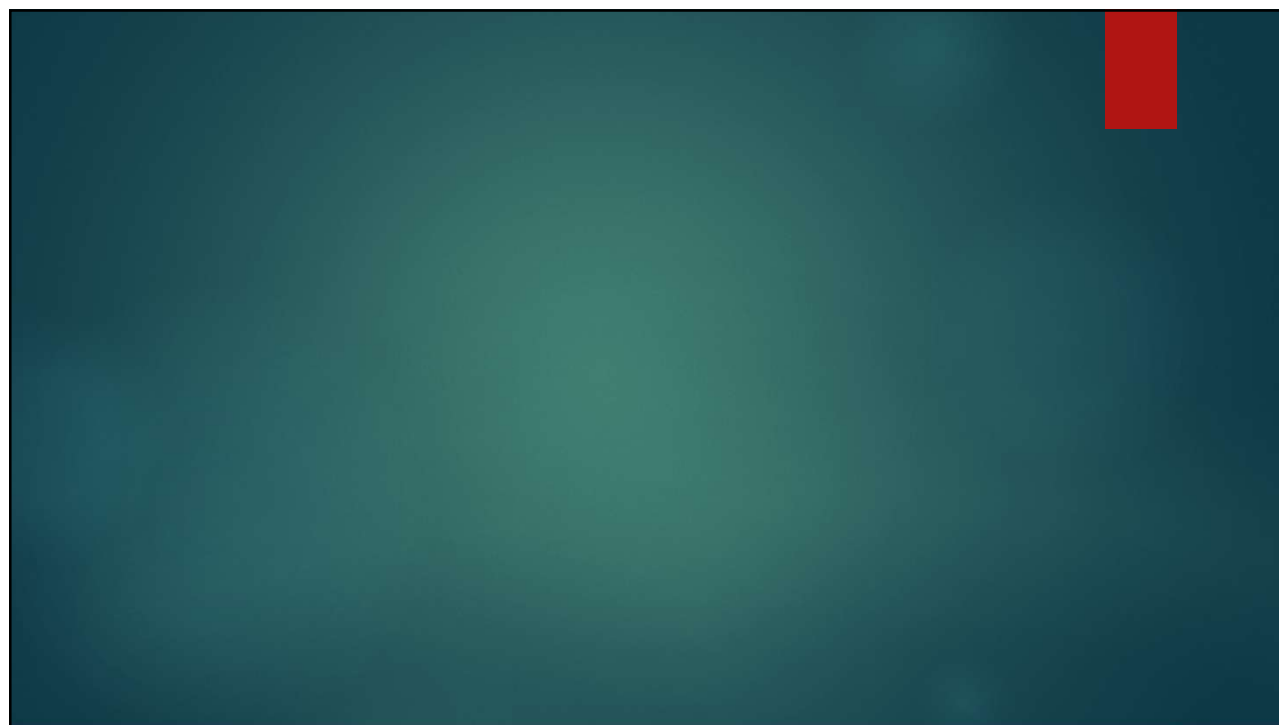


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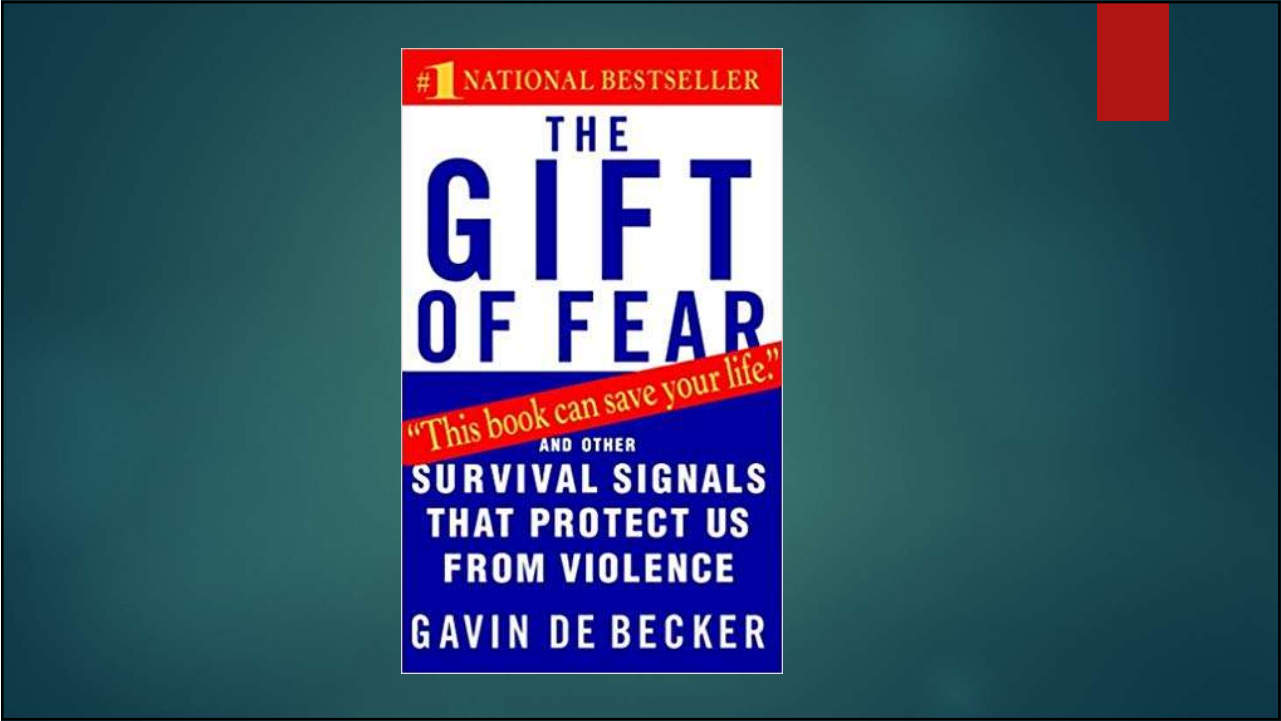
Can we Run/Hide/Fight?

- ▶ Have you ever run under extreme duress?
 - ▶ Chased by dogs?
- ▶ How well can you hide?
 - ▶ Positive?
- ▶ When was the last time you were in a fight?

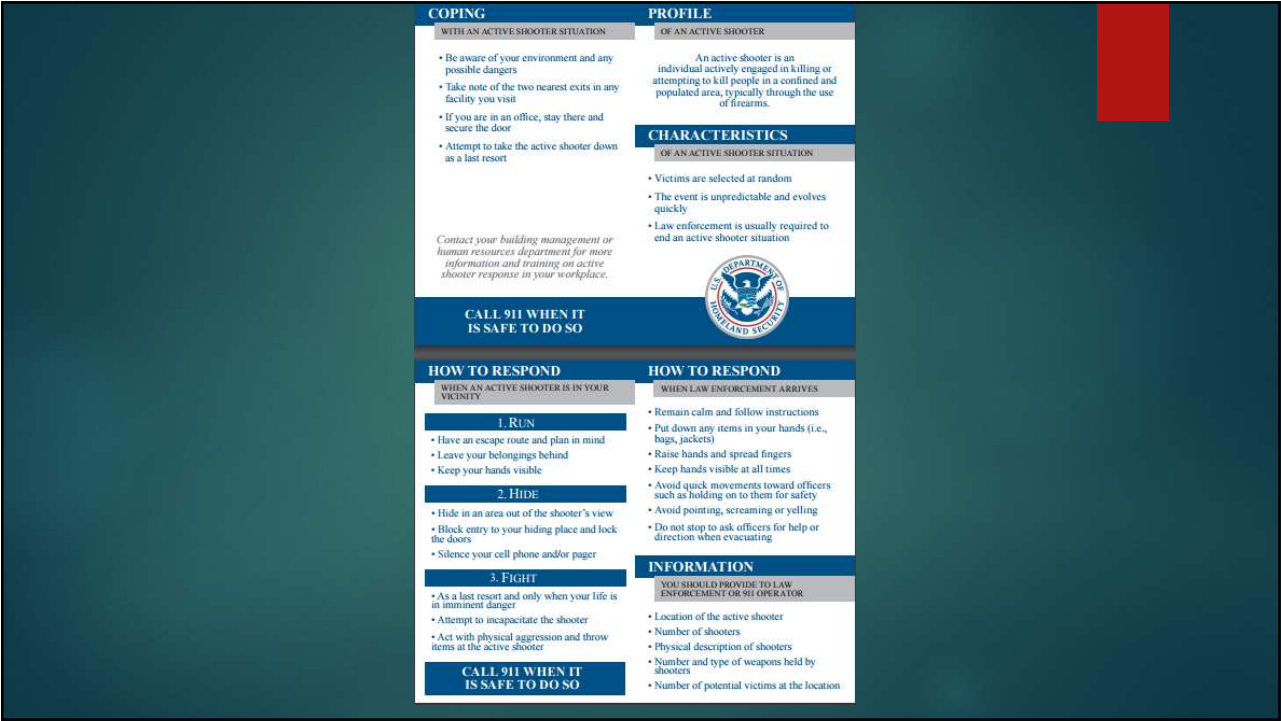
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“Government” response

- ▶ Before Columbine vs. after
- ▶ Your local department
- ▶ Level of confidence



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Just work?

- ▶ Back in when parking
- ▶ Sit with clear view of exits
- ▶ Stay off phone
- ▶ Stop flashing wallet/jewelry/"tourist" items
- ▶ Stay "yellow"

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10-15 seconds

- ▶ What would I do?
- ▶ Exits?
- ▶ Family?
- ▶ Vehicle?

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Recap

- ▶ Its getting worse
- ▶ Get your company ready- think of the "moments"
- ▶ Get yourself ready- its harder than you think
- ▶ An ounce of prevention...

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