Office Security:
- Have a reception or waiting area.
- Have a single point of entrance.
- Lock secondary entrances.
- Pre-plan exits and safe points.
- Have an interview or conference room that is viewable by other staff if possible.
- Train staff to share angry and threatening comments or behavior.
- Train to recognize ideation or fantasy transition.
Basic steps for physical security.

- **HARDEN THE TARGET.** (Service windows, limited access areas, barriers, planned entry and exit points)
  
  Create an escape route for personnel.

- Resources such as the run-hide-fight video. (City of Houston)

- See something say something. (formalize to an email or direct reporting process)

- Practice safe entry and exit processes. (Target walk out etc.)

- Use safety plans, security video and lighting to employee advantage.
THREAT ASSESSMENT BASICS

- **Targeted Violence**: When a specific individual, individuals or institution is threatened with physical harm
- (Usually through a specific relationship involving control or threatened loss of control)
- Understanding the transitional actions
- Grievance – Ideation – Planning – Preparation – Breach and Attack
Situational Awareness: Take note of out of the normal comments and behaviors. (in the Fed system the Marshals track ICC’s – Inappropriate Communications and Contacts) Judiciary Security Issues

Intelligence options: Social media - Facebook and email. Social media often reveals ideations and thought processes that flag and verify threats or potential threats.

Vailed comments in letters or postings or texts are common.
Inhibitors: Natural social and psychological barriers to violence. (job, social status, religion, family, working with a counselor or legal council)

Dominoes effect of inhibitors. Typically a triggering event followed by rapid multiple issues.

Intervention strategies. Communication options, monitoring, police reporting and contact. 3rd party assistance monitoring.

Security plans and actions for high risk subjects.
Identifying Hunters vs. Howlers

Attempted physical contact is an aggressive step

Subject’s awareness of Judges personal or familial situation.

Hard vs. Soft locations

Situational awareness
<table>
<thead>
<tr>
<th>Low Risk</th>
<th>Moderate Risk</th>
<th>High Risk</th>
</tr>
</thead>
<tbody>
<tr>
<td>*One or two indirect threats or intimidating actions</td>
<td>*Two or more threats with increasing specificity</td>
<td>*Clear direct multiple threats; or ultimatums-especially to authority, evidence of a violent plan</td>
</tr>
<tr>
<td>*Intimidating style at least occasionally</td>
<td>*Conscious intimidation or repeated bullying; impulsive</td>
<td>*Intense undissipated anger</td>
</tr>
<tr>
<td>*One or two angry outbursts or hostile style</td>
<td>*Repeated angry outbursts or overt angry style, inappropriate to context,</td>
<td>*Repeated fear-inducing boundary crossing or seeking direct contact; stalking; violating physical</td>
</tr>
<tr>
<td>*One or two incidents of perceived harassment</td>
<td>*Repeated pattern of harassment</td>
<td>security protocols with malicious intent</td>
</tr>
<tr>
<td>*Unacceptable physical actions short of body contact or property damage.</td>
<td>*Intentional bumping or restricting the movement of another person.</td>
<td>*Grabbing, grappling, striking, hitting, slapping or clearly using harmful force.</td>
</tr>
</tbody>
</table>
Buffers or Inhibitors: Evidence of respect or restraint is shown
Wants to avoid negative consequences
Genuine remorse for scaring people
Absence of inappropriate emotional associations or attachments to weapons
Appropriate seeking of legal guidance or counseling
Shows action to negotiate or resolve an issue
Job or relationship not essential to self-worth or survival strategy
Engages in planning for future
Adequate coping responses
Positive family or personal relationships
Religious beliefs prohibit violence
No financial, health or legal problems