




▶ 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.
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- ▶ 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.
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# 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.
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- ▶ 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. 3<sup>rd</sup> party assistance monitoring.
  - ▶ Security plans and actions for high risk subjects.
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- ▶ 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
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Low Risk	Moderate Risk	High Risk
<ul style="list-style-type: none"> <li>*One or two indirect threats or intimidating actions</li> <li>*Intimidating style at least occasionally</li> <li>*One or two angry outbursts or hostile style</li> <li>*One or two incidents of perceived harassment</li> <li>*Unacceptable physical actions short of body contact or property damage. (e.g. door slamming, throwing items etc.)</li> </ul>	<ul style="list-style-type: none"> <li>*Two or more threats with increasing specificity</li> <li>*Conscious intimidation or repeated bullying; impulsive</li> <li>*Repeated angry outbursts or overt angry style, inappropriate to context,</li> <li>*Repeated pattern of harassment</li> <li>*Intentional bumping or restricting the movement of another person.</li> </ul>	<ul style="list-style-type: none"> <li>*Clear direct multiple threats; or ultimatums-especially to authority, evidence of a violent plan</li> <li>*Intense undissipated anger</li> <li>*Repeated fear-inducing boundary crossing or seeking direct contact; stalking; violating physical security protocols with malicious intent</li> <li>*Grabbing, grappling, striking, hitting, slapping or clearly using harmful force.</li> </ul>

- ▶ 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
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