

## 2024 USW HSE Conference



# Bringing Active Shooter Training to the Workplace



### ➤ Active Violence in the US

- Between 01/01/2024-08/13/2024 there have been a total of 345 mass shootings in the US
- 80% of active shooter incidents occur in the workplace
- 2 million Americans are victims of workplace violence annually (not specifically active shooting)
- You are 18 times more likely to experience a workplace violence incident than a fire



### ➤ Potential Control Measures

- Physical Security
- Access control
- Surveillance plan
- Workplace I.D.s/Credentials
- Visitor Policies
- Badge distribution and collection process
- Training/Drills



### ➤ What Can Employers Do?

- **Lookout for and monitor warning behaviors. Examples include:**
  - Fixation – with a person or cause
  - Pathway – research or planning an attack
  - Identification – glorifies or identifies with previous active shooters
  - “Grievance collector” - remembers every last slight or misfortune suffered and who is to blame
  - Suicidal Ideation – frequently talks or writes about self-harm
  - Struggles with social isolation

- Encourage workers to report suspicious behavior
- Do a Threat Assessment before terminating employees

➤ **Conduct Threat Assessments and Implement Interventions for Identified Risks**

- **Evaluate the threat:**

- Interview key parties
  - Talk to the threatening worker: There is a concern about harm and you want to hear their side.
- Consider circumstances of when/how the threat was made
- Determine level of threat (how serious is it?)
  - Low level - “one off” threats
  - Serious - threats of physical harm
  - Very Serious - threats of murder or sexual assault
- Determine if mental health assessment of employee is warranted

➤ **Employer Actions**

- **Low Level Threats**

- Separate parties
- Mediation, coaching, counseling
- Retraction/apology (sincere)

- **Serious Threats**

- Notification, precautions and protections for potential victims
- Conflict resolution actions
- Discipline and rehabilitation of threatening employee
- Suspension with pay, mental health evaluation and counseling
- Offer of severance package with extended COBRA and access to mental health care
- Return to Work Plan –
- Reintegration plan – where will they work? with who?
- Prepare co-workers
- Daily check ins with Supervisor, continued counseling and community-based treatment

- **Very Serious Threats**

- If terminating the employee



- Complete a threat assessment before termination
    - Include a support package with COBRA and access to mental health care
  - Notification, precautions and protections for potential victims
  - Law Enforcement intervention
  - Safety plan for the workplace
  - Access control
- **After the tragedy – Supporting Workers and Families**
- **Support Animals at the Workplace**
    - Do immediately
    - Provides comfort without talking
  - **Trauma Counselors**
    - Make sure they are trauma trained for mass shootings
    - Be appropriate for the worker demographics
  - **Crisis, Help, Concierge lines**
    - County Crisis hotlines that direct callers to specific resources
  - **Funding**
    - Families may set up Go Fund Me accounts for medical or funeral services
    - “Find a millionaire” – an organization that will fund broad support services
  - **Wrap-around Services**
    - Mobile Crisis Units
    - Space at workplace for victims to use when needed (quiet areas, crafts, snacks, yoga, diversions)
      - Set up at courthouse during trial
      - Have at Community Center as well
    - Other support services (PTSD therapy, Stress Management, EMDR, Support Groups, Equine Therapy, etc.)
- **What Can the Union Do? Member and Family Support**
- USW Emergency Response Team
  - 24/7 access 866-526-3480
  - Support services for members and families
  - Call, visit, listen, talk, hug, or just sit quietly with them



- Meals – food pantry or deliveries, gift cards
- Chores – lawn care, snow removal, errands, childcare, pet care
- Help with funeral arrangements or hospital transportation



## **Resources links:**

USW Emergency Response Team: <https://m.usw.org/act/activism/emergency-response-team>

OSHA -Create Your Own Emergency Action Plan (EAP) etool:  
<https://www.osha.gov/etools/evacuation-plans-procedures/expert-systems/create-eap/plan>

Sandy Hook Promise- Help for Victims and Survivors of Gun Violence:  
<https://www.sandyhookpromise.org/blog/community-resources/help-for-victims-and-survivors-of-gun-violence/>

U.S. Department of Justice: [Home | Office for Victims of Crime \(ojp.gov\)](#)

Cybersecurity & Infrastructure Security Agency, Active Shooter Preparedness:  
<https://www.cisa.gov/topics/physical-security/active-shooter-preparedness>

FBI Active Shooter Safety Resources Page: [Active Shooter Safety Resources — FBI](#)

American Psychological Association Resources for Coping with Shootings:  
<https://www.apa.org/topics/gun-violence-crime/mass-shooting-resources>

American Psychological Association: Managing Your Distress in the Aftermath of a Shooting: <https://www.apa.org/topics/gun-violence-crime/mass-shooting>

American Psychological Association: Empowering Communities to Prevent Mass Shootings: <https://www.apa.org/monitor/2022/01/feature-empowering-communities>