

# CHARLESTON COUNTY SHERIFF'S OFFICE

## Training Division



# Terminal Learning Objectives



- ✓ Identify Workplace Violence Indicators
- ✓ Identify and Explain Survival Options

# Workplace Violence

An active threat in your workplace may be a customer, current/past employee, or the acquaintance of an employee.



# Would one of these individuals go undetected in your workplace?

- What would you do if you saw this individual?
- Be aware.
- Report any of these activities or signs immediately.



# Indicators Of Workplace Violence

Employees typically DO NOT JUST SNAP, but display indicators of potentially violent behavior over a period of time. Historically many attackers have had no prior violent criminal behavior.

- Typically, white males ages 30-50
- Increased use of alcohol or drug use
- Unexplained increase in absenteeism
- Noticeable decrease in hygiene and appearance
- Depression/Withdrawal
- Overreaction to changes in policy and procedures
- Explosive anger outbursts
- Suicidal comments, “putting things in order”
- Paranoia
- Escalation of domestic violence
- Talk of previous acts of workplace violence



Run?

What should I do?

Hide?

Fight?

# Survival Options

- Always be aware of your surroundings
- Know where the nearest escape routes are at all times
- Consider sheltering in place or fleeing the scene
  - If you're in a closed room and you hear the gunfire, most likely you're too close to flee
  - Lock and barricade the door
  - Turn off the lights and stay away from interior windows
  - Remain silent
  - Move to the farthest point in the room away from the door
  - Remain hidden until contacted by law enforcement officials
- If you are in a hallway, go to the nearest room, secure the door, or flee the area if possible. The threat's known location will impact this decision
- As a last resort you may have to physically confront the active threat. You Must Survive!!!



**“FIGHT LIKE YOUR LIFE DEPENDS ON IT”**

# Threat Is In Your Vicinity

**RUN-** If there is an accessible escape path, attempt to evacuate the premises. Be sure to:

- Call 911 first if feasible
- Have an escape route and plan in mind
- Evacuate whether or not others agree with the plan
- Leave your belongings behind
- Help others if possible
- Prevent others from entering where the active threat is
- Keep hands visible to first responders
- Follow the instructions of law enforcement
- **Silence your cellphone**





# Threat Is In Your Vicinity

**HIDE-** If evacuation is not possible, find a place to hide where the active threat is less likely to find you. Your hiding place should:

- Be out of the active threat's view
- Provide protection if shots are fired in your direction (an office with a closed, locked door)
- Turn off the lights and remain silent
- Barricade the door with heavy furniture
- **Silence your cellphone**
- If you can't speak with dispatchers leave an open line with 911 or text with a 911 operator
- Remain hidden until contacted by law enforcement officials



# Threat Is In Your Immediate Proximity

Fight- Take physical action against the active threat

As a last resort, when your life is in imminent danger you may choose to attempt to disarm, disrupt and/or incapacitate the active threat by:

- Acting out aggressively against the person
- Using weapons of opportunity (improvised weapons)  
(e.g., phones, laptops, pens, pencils, hot coffee, steel picture frames)

***ALL OF THESE MAY BE USED AS WEAPONS!!!***

- Shouting loudly at the threat (used as a mental stun)
- **COMMIT TO YOUR ACTIONS AND FOLLOW THROUGH!!!**

If only one person is to survive, make sure it's YOU!

Remember: Run! Hide! Fight!

Being mentally prepared greatly increases your chances of survival should you find yourself in an active threat situation.

# Response to Law Enforcement Presence

**Law Enforcement goals include locating, containing, and stopping the violence as soon as possible. Officers will proceed directly to the area where indicators**

- Officers may be responding in plain clothes with weapons, but have on identifying badge or shirt
- Officers will be armed with rifles, shotguns, and handguns
- Officers may be wearing external body armor, helmets, and vests
- Officers may yell, shout orders and push people to the ground or out of their way. Follow their instructions
- **DO NOT HAVE ANYTHING IN YOUR HANDS....** It may be perceived as a weapon
- Avoid making quick movements toward officers or attempting to hold on to them for safety
- Until proven otherwise, everyone may be considered a suspect

# When Calling/Texting 911

Information to provide to law enforcement dispatcher:

- Dial 911
- Location of and number of threats, if more than one
- Physical Description of the threat
- Number and types of weapons e.g., handgun, baseball bat...
- Number of potential victims
- If hidden, provide your location
- Use the office phones and or cellphone





# Contact Info

Charleston County Sheriff's Office

Training Unit

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# Reference Page

**References:** All course materials were acquired through the following classes and videos:

- Mass Shootings : Fire & EMS Planning and Response Considerations. (N.D.) Retrieved March 9, 2013, from *August Vernon*.
- City of Houston (Producer). (2012). *Run. Hide. Fight.* Available from <http://www.readyhouston.tx.gov/videos>.
- MSNBC. (2013). *New Jersey Mall shooting [YouTube]*. Available from <http://youtube.com/videos>