



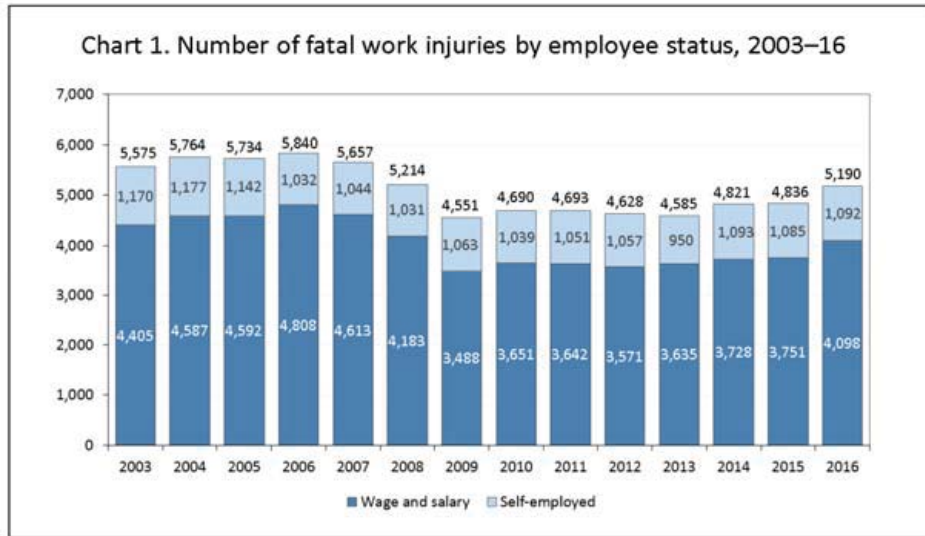
# Threat Matrix: Preventing & Responding to Workplace Violence

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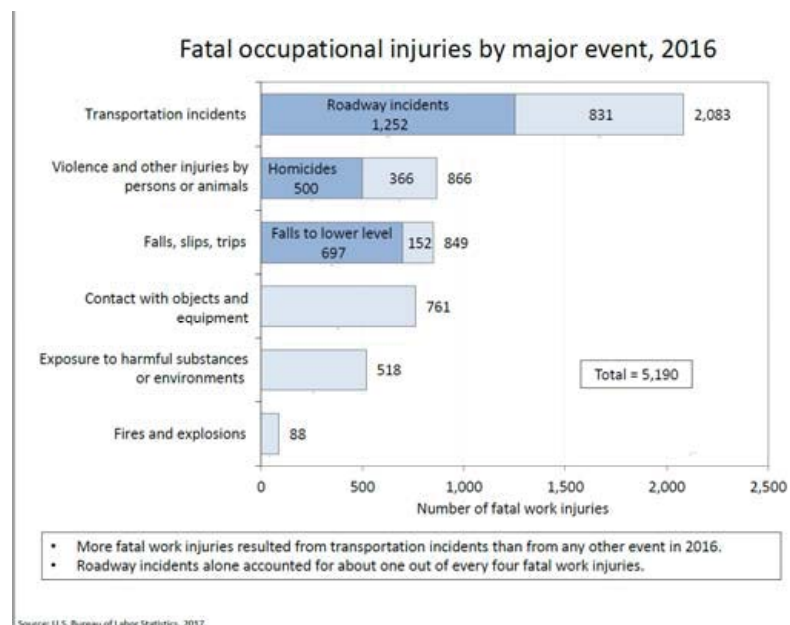
## Is There a Problem?

- Schools
  - Parkland H.S. in FL (2-18)
  - Umpqua Community College in OR (10-15)
  - Sandy Hook Elementary (12-12)
  - Oikos University (4-12)
- Churches
  - Sutherland Spgs TX (11-17)
  - Charleston SC (6-15)
  - Oak Creek WI (8-12)
- Military Bases
  - Fort Hood TX (4-14 & 11-09)
  - WA Navy Yard (9-13)
- Movie Theaters
  - Lafayette LA (7-15)
  - Aurora CO (7-12)
- Music Entertainment Venues
  - Las Vegas NV (10-17)
  - Orlando FL (6-16)

# 5190 Workplace Fatalities in 2016



# 2016 Census of Fatal Occupational Injuries



# Four Types of Violence

- Defined by CDC, OSHA and NIOSH
  - Criminal intent/strangers
  - Customer or client
  - Worker-on-worker
  - Personal relationship



## Is There a Profile?

- Nearly all are men
- In study of 200 mass murderers, only  $\frac{1}{2}$  showed evidence of mental illness &  $\frac{1}{4}$  were depressed
- 57% of mass shooters between 2009 and 2015 were related to the victim(s); many had history of domestic violence
- Has a sense of personal grievance; feels wronged or rages against a group (e.g., women, race, religion)
- Has a desire for notoriety; to be seen as a hero standing up for a cause
  - Dylan Klebold said “directors will be fighting over this story” in video before Columbine massacre

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## Title search: Threat Matrix: Preventing and Responding to Workplace Violence

Also available as part of the eCourse

[2018 Labor and Employment Law eConference](#)

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