

The Myth of Randomness



"Human Violence is a process often as observable and predictable as boiling water, if you know what to look for, and are in a position to see the signs."

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Definitions

WORKPLACE VIOLENCE– OSHA

Any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at the work site. Ranges from threats and verbal abuse to physical assaults and homicide.

ACTIVE SHOOTER / MASS KILLER – Current Definition

FBI and Homeland Security: Actively engaged in killing or attempting to kill people in a populated area

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Statistics

- 1 in 7 employees report not feeling safe at work
- Approx. 2 million American workers are victims of workplace violence each Year
- Workplace Violence costs $121 Billion per year.
- Homicide is the 3rd Leading cause of workplace deaths overall
- Homicide is the LEADING cause of death for women in the workplace

Sources: BLS, NIJ, DHHS & OSHA.Gov, https://techjury.net/blog/workplace-violence-statistics/#gref

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7 Incidents In Pittsburgh Alone

1. **March 1, 2000 -** Ronald Taylor, a black man from Wilkinsburg shot five white men, killing three in a racially motivated rampage
2. **April 28, 2000 -** Richard Baumhammers, a white man from Mt. Lebanon, killed five and paralyzed a sixth, who later died, in a racially motivated rampage
3. **April 4, 2009 -** Richard Poplawski's killed four Pittsburgh Police Officers who responded to a domestic dispute at his home
4. **Aug. 4, 2009 -** George Sodini killed four women at an LA Fitness because they wouldn't date him

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7 Incidents In Pittsburgh Alone

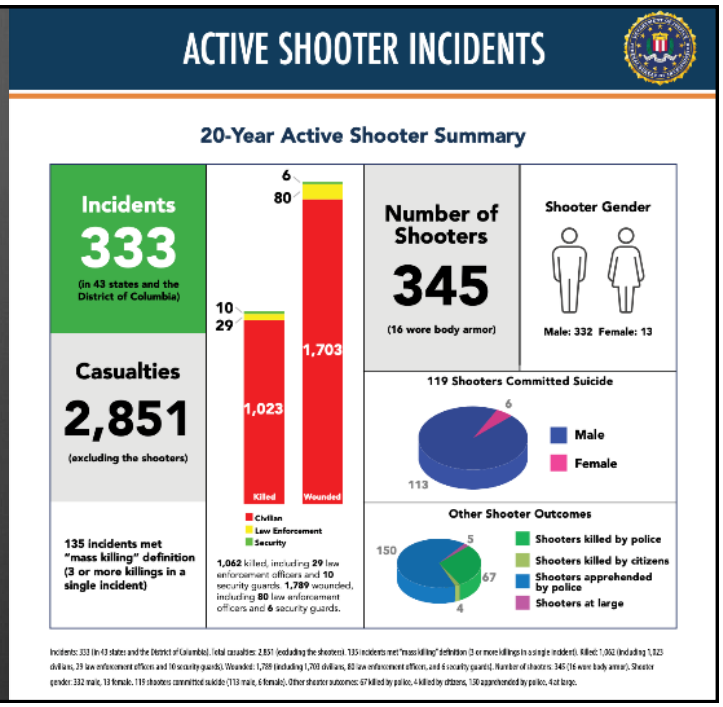
5. **March 8, 2012 -** John Shick, a schizophrenic 30-year-old, killed two, and wounded six at Western Psychiatric Mental Hospital
6. **April 9, 2014 -** Alex Hribal, a 16-year-old at Franklin Regional High School, used a pair of eight-inch kitchen knives to stab 20 students and a security guard.
7. **October 27, 2018 -** Robert Bowers killed eleven people and wounded six at the Tree of Life Synagogue, in a racially motivated attack

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Active Shooter Incidents

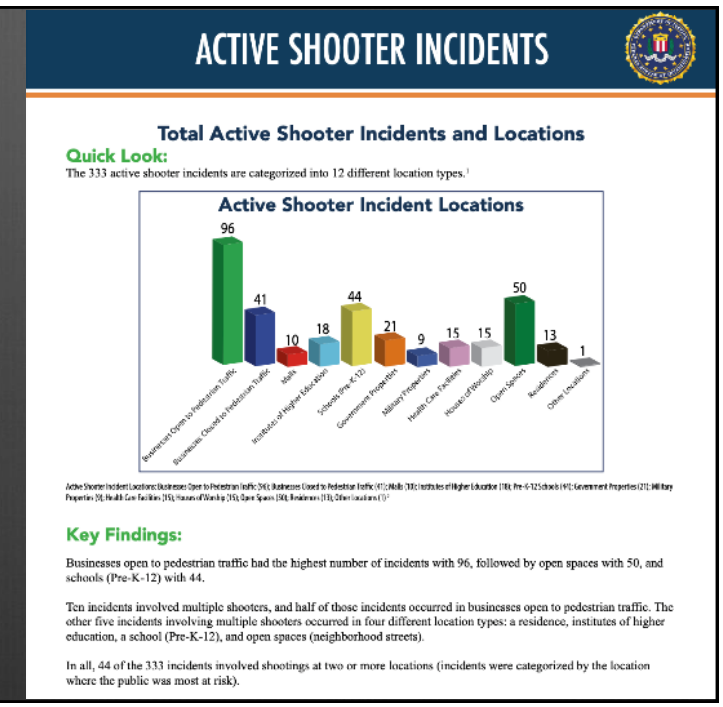
2000-2019 (FBI)

16.65
per year
avg.



By Location
2000-2019 (FBI)

Businesses =
41%
total incidences



2000-2019
(FBI)

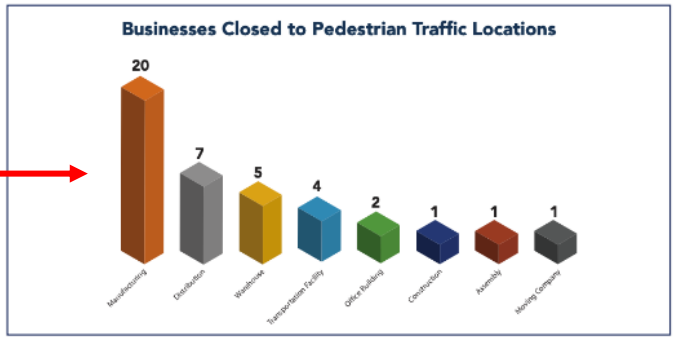
Businesses
Closed to
Pedestrians

ACTIVE SHOOTER INCIDENTS

Businesses Closed to Pedestrian Traffic

Quick Look:

Forty-one incidents occurred in business locations closed to pedestrian traffic. These private properties primarily function in commerce without daily pedestrian traffic and include manufacturing centers, distribution centers, warehouses, transportation facilities, office buildings, etc.



Businesses Closed to Pedestrian Traffic Locations: Manufacturing (20); Distribution (7); Warehouse (5); Transportation Facility (4); Office Building (2); Construction (1); Assembly (1); Moving Company (1)

Police Response Time

Average Duration of event: 12.5 Minutes
(50% over in 5 minutes)

Average Police Response Time: 15 Minutes

Sources: FBI, National Sheriffs Association, US Secret Service

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the Duty of Care

- In the US, several sources of law obligate an employer to a **Duty of Care** for the safety, health & security of employees (OSHA Act of 1970)
- Duty of Care requires protection against workplace violence hazards. Injuries that are "reasonably foreseeable" can impose liability for negligence on employers for failure to take adequate safety precautions.

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California Labor Code section 6401.9

- Identify who is responsible for the plan
- Effective procedures for employee involvement in developing and implementing the plan.
- Methods to coordinate implementation of the plan with other employers, when applicable.
- Procedures for employers to handle and respond to reports of workplace violence, while ensuring no retaliation against the reporting employee.
- Procedures to ensure compliance from employees, including supervisors.
- Procedures to communicate with employees regarding workplace violence matters.

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The Cost

- Virginia Tech – $48.2M in Litigation
- Sandy Hook – $50M to build new school
- Jury awards $3.7M to estate of Munch Bar shooting victim
- School Shooting Victims in New Mexico Awarded Nearly $2M
- Washington Girl Gets $1.2M Settlement Over School Shooting
- Per USA Today - MGM agreed on Oct. 3, 2019 to settle and pay out $850M to begin late 2020



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Threat Sources



INSIDE
1/3
Current/Former Employee

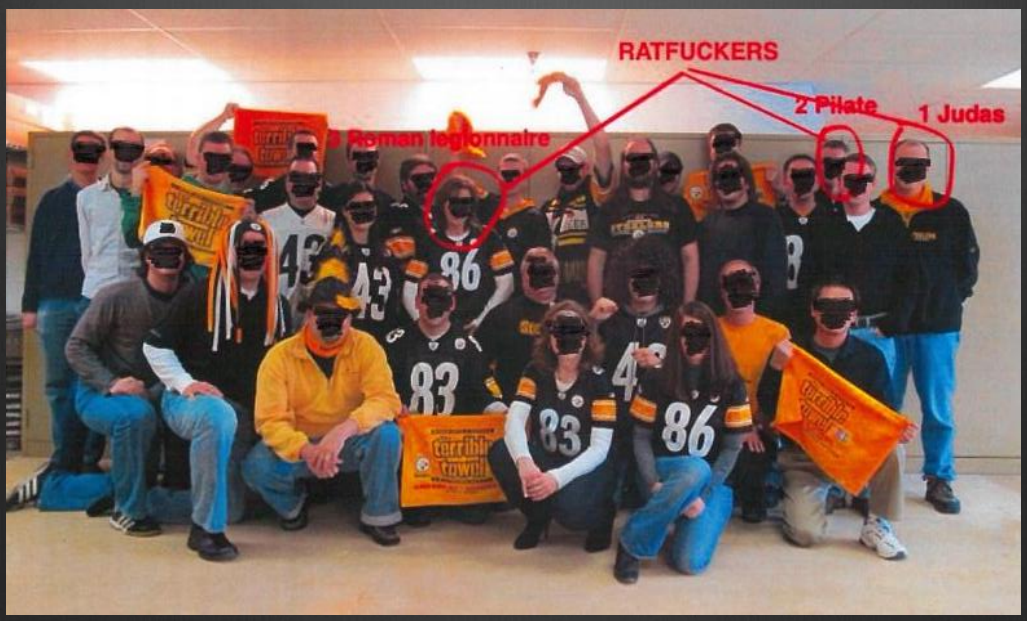
OUTSIDE
2/3
"Strangers" including:
Criminal Outsider, Customers,
Patients & Domestic Spillover

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Threat Assessment



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No-one Just "Snaps"

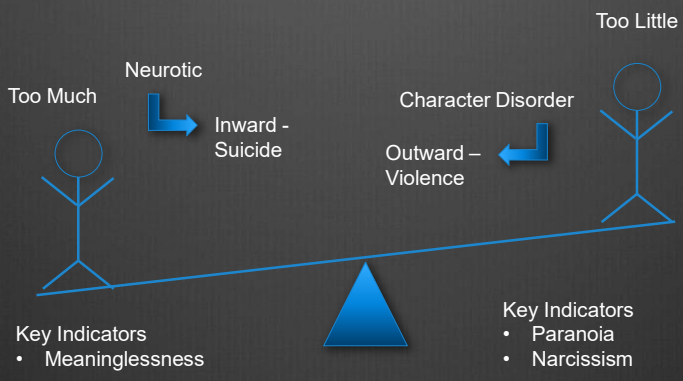


"Dangerousness" is not a fixed state.
It is a function of two defining elements:

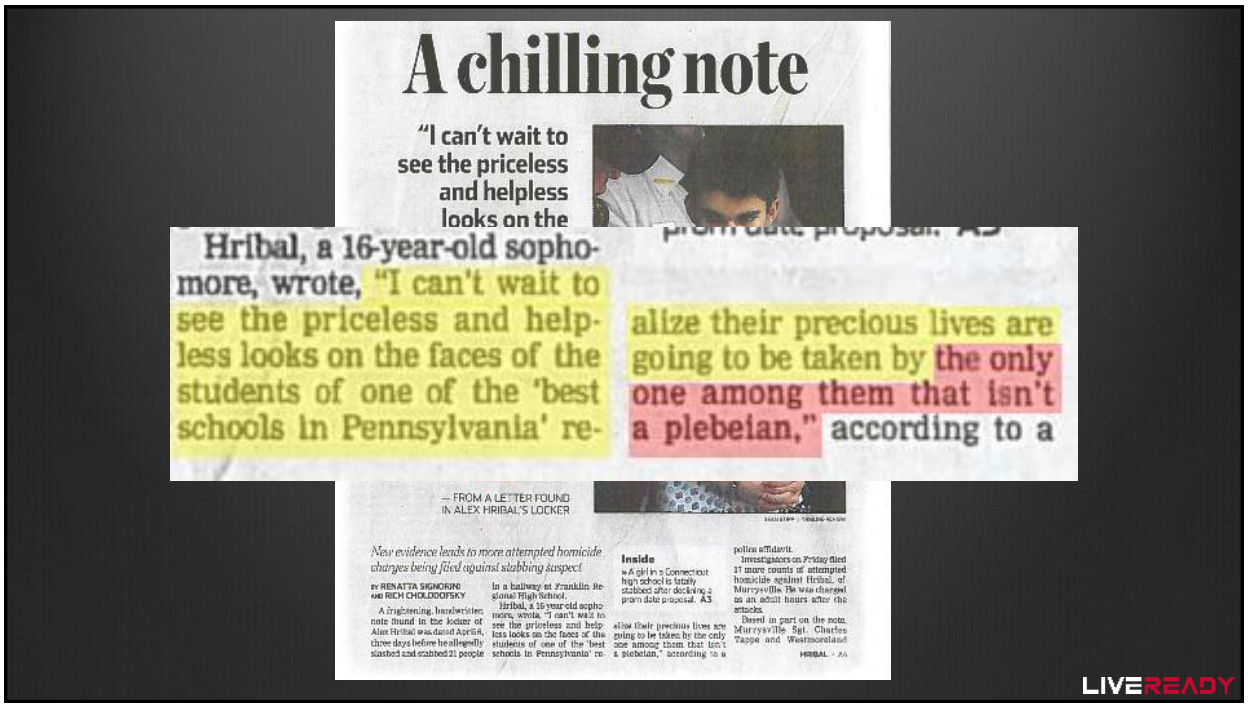
Predisposition
Situation

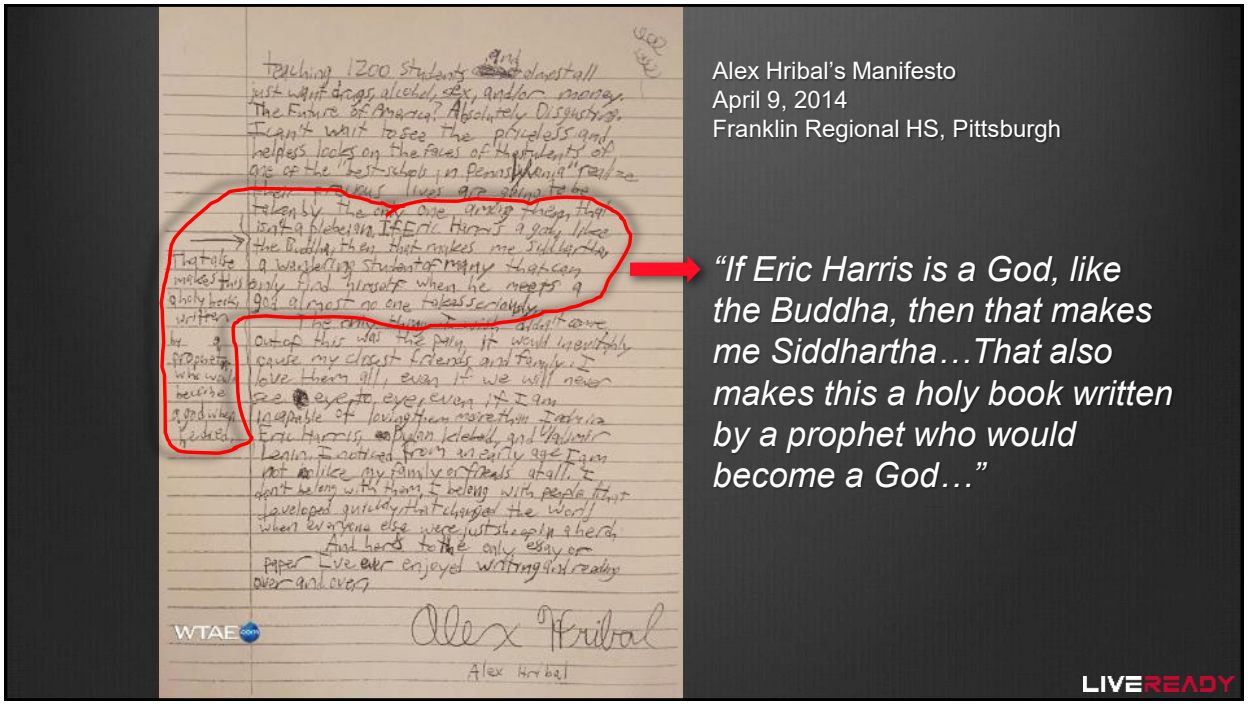
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Predisposition: "Who Could Do Such a Thing?"



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A chilling note
"I can't wait to see the priceless and helpless looks on the
Hribal, a 16-year-old sophomore, wrote, "I can't wait to see the priceless and helpless looks on the faces of the students of one of the 'best schools in Pennsylvania' re-
alize their precious lives are going to be taken by the only one among them that isn't a plebeian," according to a
— FROM A LETTER FOUND IN ALEX HRIBAL'S LOCKER
New evidence leads to more attempted homicide charges being filed against stabbing suspect
BY RENATTA SIGNORINI AND RICH CHOLODOFSKY
A frightening, handwritten note found in the locker of Alex Hribal was dated April 8, three days before he allegedly slashed and stabbed 21 people in a hallway at Franklin Regional High School.
Hribal, a 16-year-old sophomore, wrote, "I can't wait to see the priceless and helpless looks on the faces of the students of one of the 'best schools in Pennsylvania' re-
Inside
A girl in a Connecticut high school is fatally stabbed after declining a prom date proposal. A3
police affidavit.
Investigators on Friday filed 17 more counts of attempted homicide against Hribal, of Murrysville. He was charged as an adult hours after the attacks.
Based in part on the note, Murrysville Sgt. Charles Zappe and Westmoreland
HRIBAL • A4
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Teaching 1200 students and counting all just want drugs, alcohol, sex, and/or money. The Future of America? Absolutely Disgusting. I can't wait to see the priceless and helpless looks on the faces of the students of one of the "best schools in Pennsylvania" realize their precious lives are going to be taken by the only one among them that isn't a plebeian. If Eric Harris is a god like the Buddha, then that makes me Siddhartha. That also makes this a holy book written by a prophet who would become a god…
Alex Hribal
WTAE
Alex Hribal's Manifesto
April 9, 2014
Franklin Regional HS, Pittsburgh
"If Eric Harris is a God, like the Buddha, then that makes me Siddhartha…That also makes this a holy book written by a prophet who would become a God…"
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Elliot Rodgers: “Day of Retribution”



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Situation: The Descent



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Alternatives



TETHERS =
Inhibitors keeping people grounded



Success Spouse Work Kids Positive Interests

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Situation: The Descent



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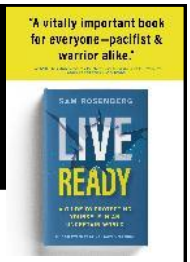
"Just because someone *wants* to hurt you, doesn't mean they *can*."

– Sam Rosenberg

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Give feedback to Sam



Scan this QR code

Or go to

https://talk.ac/samrosenberg

and enter this code when prompted

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