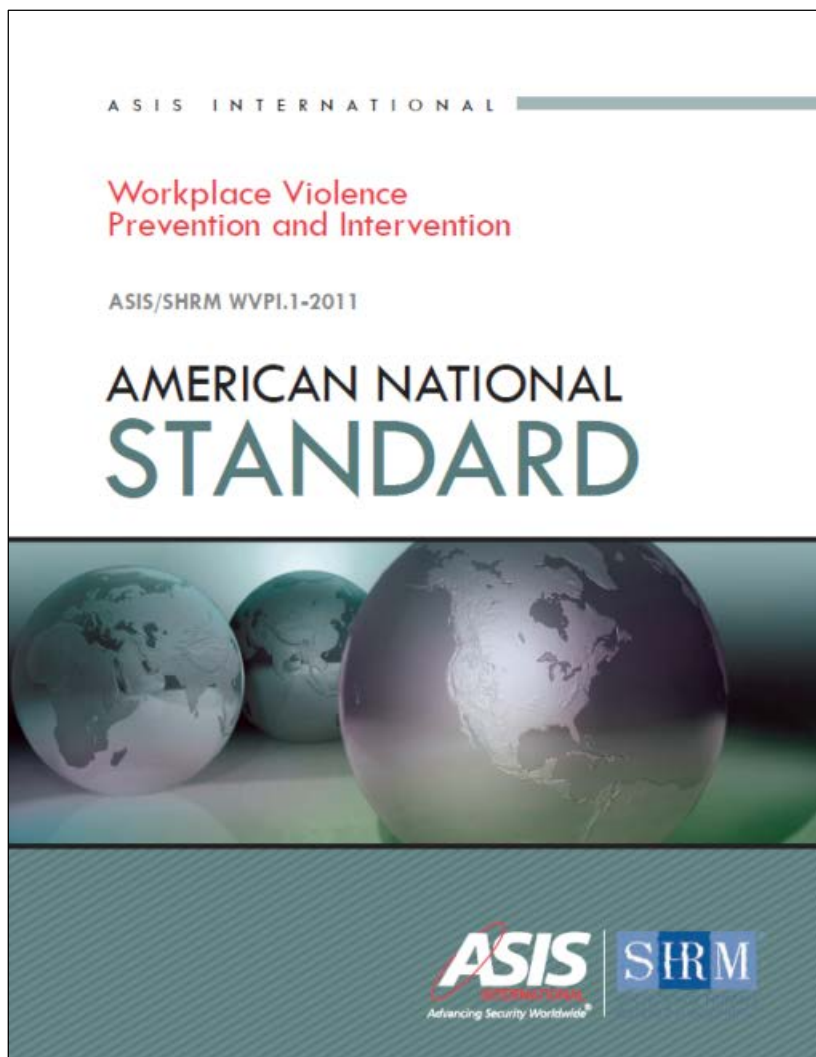


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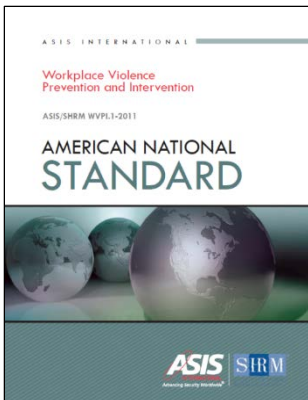
TRAINING INSTITUTE®

Document Highlights



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File: 3145 ASIS – SHRM (11.2015)



Workplace Violence Prevention & Intervention

- An American National Standard (WVPI.1-2011)

Agencies Participants in Authoring this Document

- Society of Human Resource Management (SHRM)
- ASIS International (ASIS)

See what these Associations say about Workplace Violence/Active Shooter response.

Findings

The SHRM and ASIS International's Workplace Violence Prevention and Intervention: American National Standard defines workplace violence as "a spectrum of behaviors—including overt acts of violence, threats, and other conduct—that generates a reasonable concern for safety from violence, where a nexus exists between the behavior and the physical safety of employees and others (such as customers, clients, and business associates) on-site or off-site, when related to the organization."

Background

ASIS International and SHRM have collaborated to develop a Standard for Workplace Violence Prevention and Intervention. The standard provides an overview of policies, processes and protocols organizations can adopt to identify and prevent threatening behavior and violence affecting the workplace, and to better address and resolve threats and violence that have occurred.

Lockdown is no Longer Enough

"An organization should, to the best of its ability, engage in efforts designed to prevent the most

extreme forms of violence, such as deadly shootings."
[Page 4]

"Studies show that once violence begins, actions with the greatest impact on the outcome will be taken by persons already at the scene, before law enforcement arrives." [Page 35]

"Defend with lawful use of force against the attacker to stop the attack if escape is not possible, or if victims who cannot protect themselves are in immediate danger and intervention can be accomplished without unreasonable risk to the defenders own safety."
[Page 36]

"Avoid the danger zone by moving to a safer location in the facility or away from the facility as indicated by the situation." {Page 36]

"Deny an attacker access to additional victims by notifying those within the potential danger zone to either escape or seek shelter." [Page 36]

"All organizations ultimately carry a responsibility, both for humanitarian and legal reasons, to protect employees and others who interact with the workplace to the fullest practical extent...and mitigating consequences should violence erupt."
[Page 68]

Workplace Violence and the Law

An employer's obligation to maintain a safe place to work also arises from the legal principles that exist in most states under common law. Legal principles most commonly discussed in litigated cases involving workplace violence include:

- Premise liability (the duty of a property owner to take responsible steps to guard against reasonably foreseeable violence);
- Respondeat superior (an employer's indirect liability for the wrongful acts of an employee committed within the course and scope of employment);
- A collection of negligence theories, including negligent hiring (the failure to properly screen job applicant); negligent supervision; and negligent retention.

OSHA General Duty Clause 5(a)(1)

All employers have a duty to provide their employees with a workplace free from recognized hazards likely to cause death or serious harm. Recent court rulings throughout the country have allowed negligence suits filed by the victims of Active Shooters to proceed against employers for failing to provide defensive training to their employees. In other words, companies can no longer avoid their corporate responsibility to provide training on how to react if confronted by a violent intruder.

ALICE: the New Standard of Care

Historically, government agencies have recommended a lockdown-only approach that includes students hiding under desks or against walls. Some of these techniques originated during the cold-war as a method of protection from a nuclear threat. As ridiculous as this now seems, it was accepted in the era.

Today, government agencies (including the US Department of Homeland Security) have spent considerable resources researching active shooting events. Their findings have resulted in a change in guidance - a movement away from the cold war era techniques typically used in a lockdown-only approach.

ALICE protocols are used almost exclusively in all new guidance.

Endorsed by Law Enforcement across the Country

ALICE is endorsed by law enforcement across the country and in line with recommendations from the: Department of Homeland Security (DHS); Federal Emergency Management Agency (FEMA); US Department of Education; along with many state agencies across the US.

About ALICE

The ALICE program was authored by a police officer to keep his wife, an elementary school principal, safe after the tragic events at Columbine. Since these humble beginnings, ALICE continues to be the leading active shooter response program in the US.

ALICE (Alert, Lockdown, Inform, Counter, Evacuate) training helps prepare individuals to handle the threat of an Active Shooter. ALICE teaches individuals to participate in their own survival, while leading others to safety. Though no one can guarantee success in this type of situation, this new set of skills will greatly increase the odds of survival should anyone face this form of disaster.

Get ALICE Certified

Being an ALICE certified organization demonstrates to your stakeholders that you are serious about safety: including the safety of your employees; visitors; and in the cases of schools – our children.

The ALICE Certified mark, which is backed by our research and years of experience, indicates to your stakeholders that you have gone the extra mile to practice safety training that has been deemed to be critical to help survive today's violent intruder events. To learn more please visit us at

www.alicetraining.com



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