

A Safer Workplace

Threat Management in the Corporate World

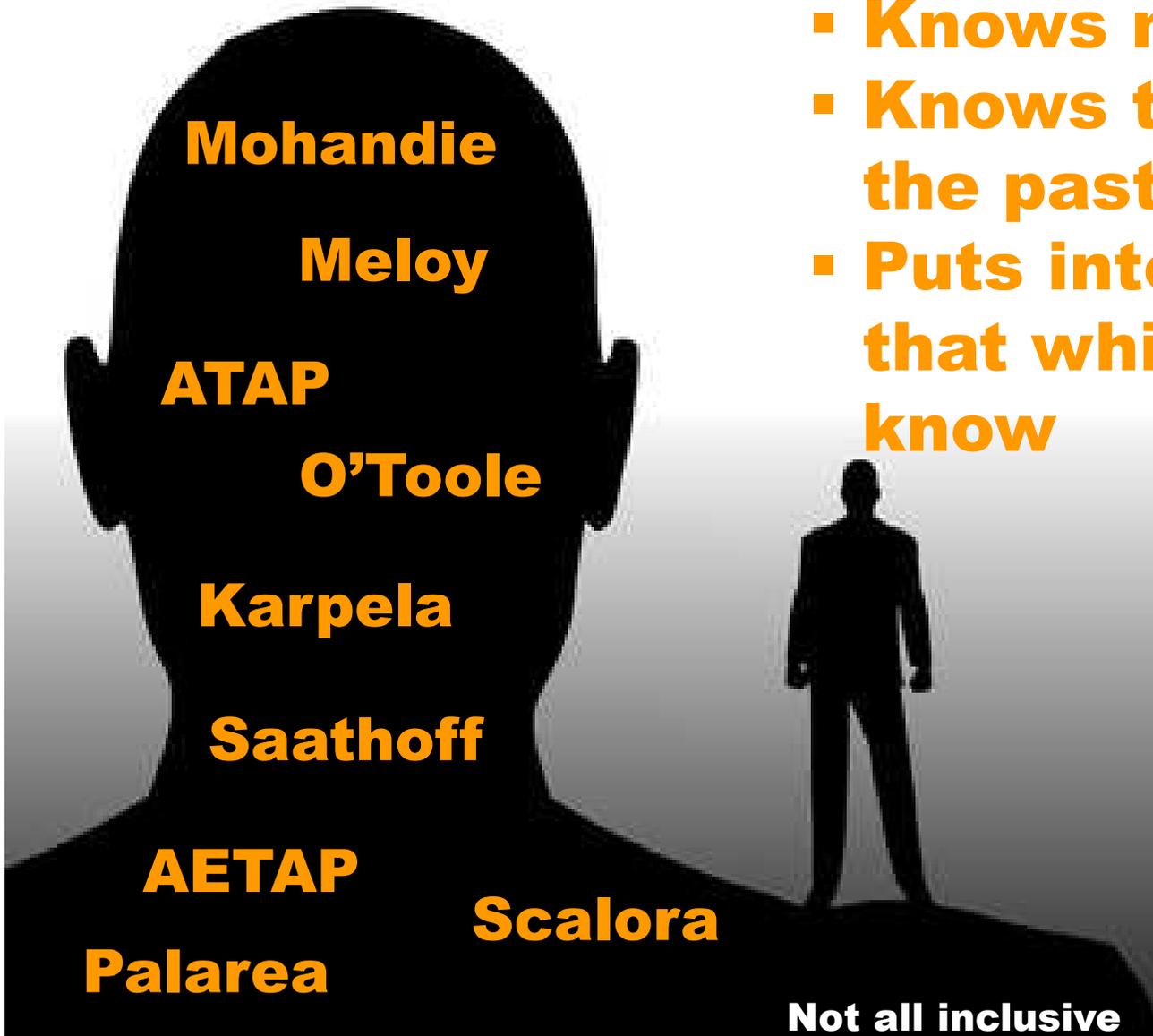
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Disclaimer....





A wise person:

- **Knows nature**
- **Knows the mind of the past**
- **Puts into action that which they know**

R. Snyder

Not all inclusive

A Safer Workplace

Mission – to build a sustainable threat management program that allows our company to manage/mitigate threats of violence in an effective, consistent and expeditious manner and allows our operators worldwide to maintain focus on their business objectives.

Violence Free Workplace Policy – Walmart prohibits any form of violence or threat of violence in or affecting the workplace, other associates or our customers/members.

GISAT - A Safer Workplace



Global Security Threat Management

**Threat
Management Team**

Associate Vetting

**Insider Threat
Program**

Violence & more....

An iceberg floating in the ocean. The tip of the iceberg is above the water line, and the much larger base is submerged. The text labels are placed on the iceberg to represent different levels of impact.

Physical Violence

Psychological Impact

Brand/Reputational Damage

Business Disruption

Financial Cost

Threat Management Team

Threat Assessment vs. Threat Management

Hard Science vs. Professional Judgment

Prediction vs. Prevention

Making a Threat vs. Posing a Threat

Static vs. Fluid

Security Company vs. Retail Company

What we do....

Assess Threats

Assistance/Guidance

Training/Awareness Programs



Contact TMT when...



**Extremely
abnormal/concerning
behavior**

**Threat is made and/or
present**

**Reasonable belief
person(s) poses a threat**

Action Steps

Partnership – internally and externally

Investigate – obtain information

Determine – impact and resources needed

Manage – through incident and beyond

Sources of Info

Statements

Background check

Social media

Personal history

Open Source

Family/Friends

Photos/videos

Internal records

Phone Numbers

Internal coms

Affiliations

Interviews

Questions to Answer

Target – specific and identifiable?

Motivation – perceived or actual?

Method – detailed plans?

Means – access and ability to act?

Desire – willingness to carry out plans?

Factors – what do we know about person?

Factors

History of Violence

Stalking/Menacing

Narcissistic/Grandiose

Relational Issues

Grievance Collector

Job Identity

Homicidal/Suicidal

Mental Health

Antisocial/Isolated

Substance Abuse

Access to Weapons

Appearance

Acts/Threats of Violence

Type

Classifications

1 – Criminal Act

Priority 4 – disruptive behavior

2 – Customer/Associate

Priority 3 – unrealistic/unlikely

3 – Associate/Associate

Priority 2 – increased likelihood

4 – Personal Relation

Priority 1 – clear/imminent

5 – Self Harm/Suicide

Added Value...

Suspicious mail

RIF support

Redirects/Blocks

Difficult discussions

Corporate Services

Leadership assistance

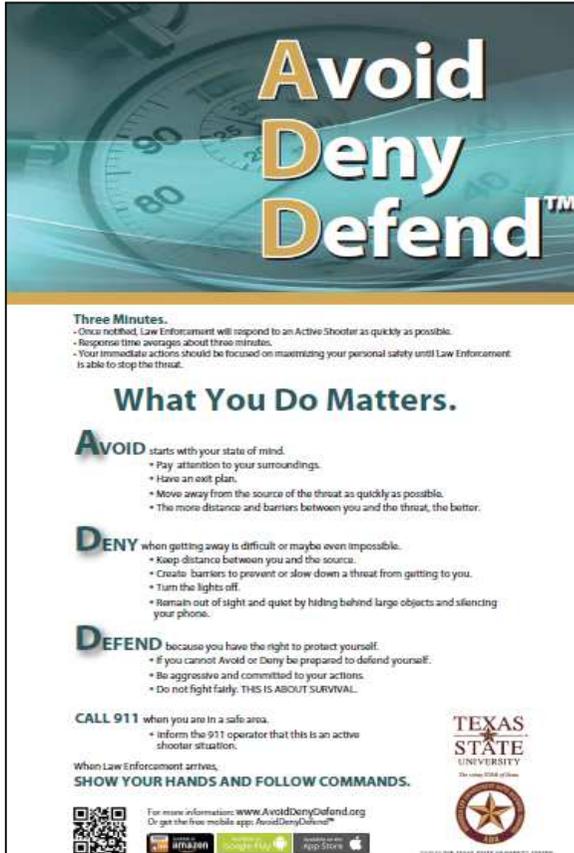
Coordinate with LE

Event support

Active Shooter Awareness

Awareness

Education



Avoid Deny Defend™

Three Minutes.

- Once notified, Law Enforcement will respond to an Active Shooter as quickly as possible.
- Response time averages about three minutes.
- Your immediate actions should be focused on maximizing your personal safety until Law Enforcement is able to stop the threat.

What You Do Matters.

Avoid starts with your state of mind.

- Pay attention to your surroundings.
- Have an exit plan.
- Move away from the source of the threat as quickly as possible.
- The more distance and barriers between you and the threat, the better.

Deny when getting away is difficult or maybe even impossible.

- Keep distance between you and the source.
- Create barriers to prevent or slow down a threat from getting to you.
- Turn the lights off.
- Remain out of sight and quiet by hiding behind large objects and silencing your phone.

Defend because you have the right to protect yourself.

- If you cannot Avoid or Deny be prepared to defend yourself.
- Be aggressive and committed to your actions.
- Do not fight fairly. THIS IS ABOUT SURVIVAL.

CALL 911 when you are in a safe area.

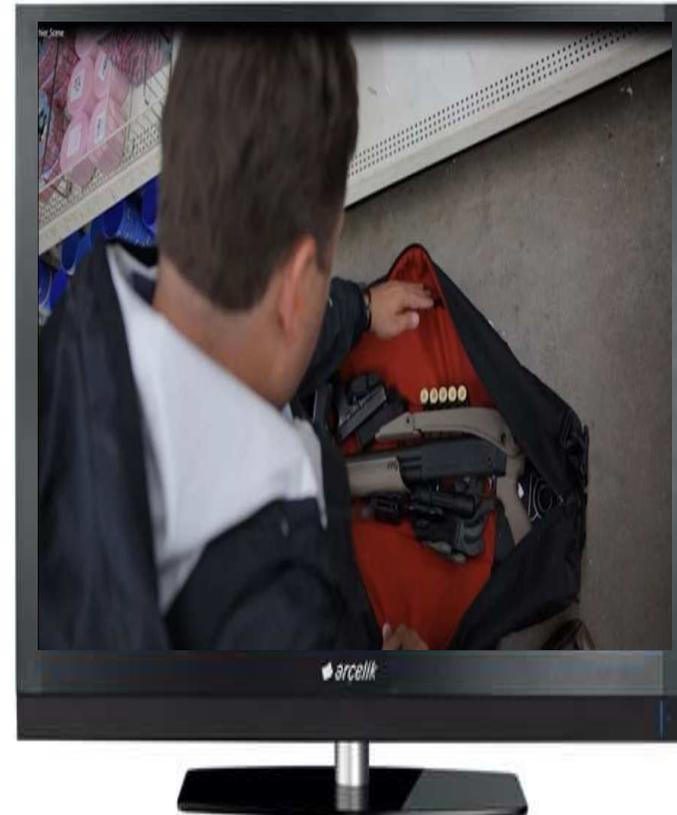
- Inform the 911 operator that this is an active shooter situation.

When Law Enforcement arrives,
SHOW YOUR HANDS AND FOLLOW COMMANDS.

For more information: www.AvoidDenyDefend.org
Or get the free mobile app: **AvoidDenyDefend™**

Available on the App Store | Available on Google Play | Available on Amazon Appstore

TEXAS STATE UNIVERSITY
The only STATE of Texas



AvoidDenyDefend.org

Guidance

E-learning Module

Threat Management Center for Excellence

Posters and Emergency Flip Charts

Emergency Operations Center

Resources for Living

Email Distribution List

Heading Where?

