



Threat Matrix: Preventing & Responding to Workplace Violence

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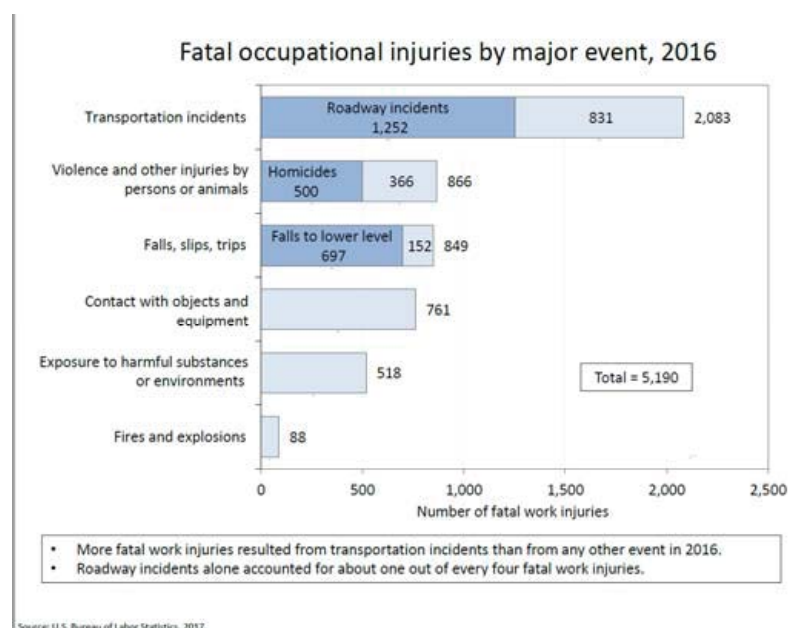
Is There a Problem?

- 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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