

WORKPLACE VIOLENCE AND SB 553: Lessons Learned Over 35 Years



ASSP - San Diego Chapter

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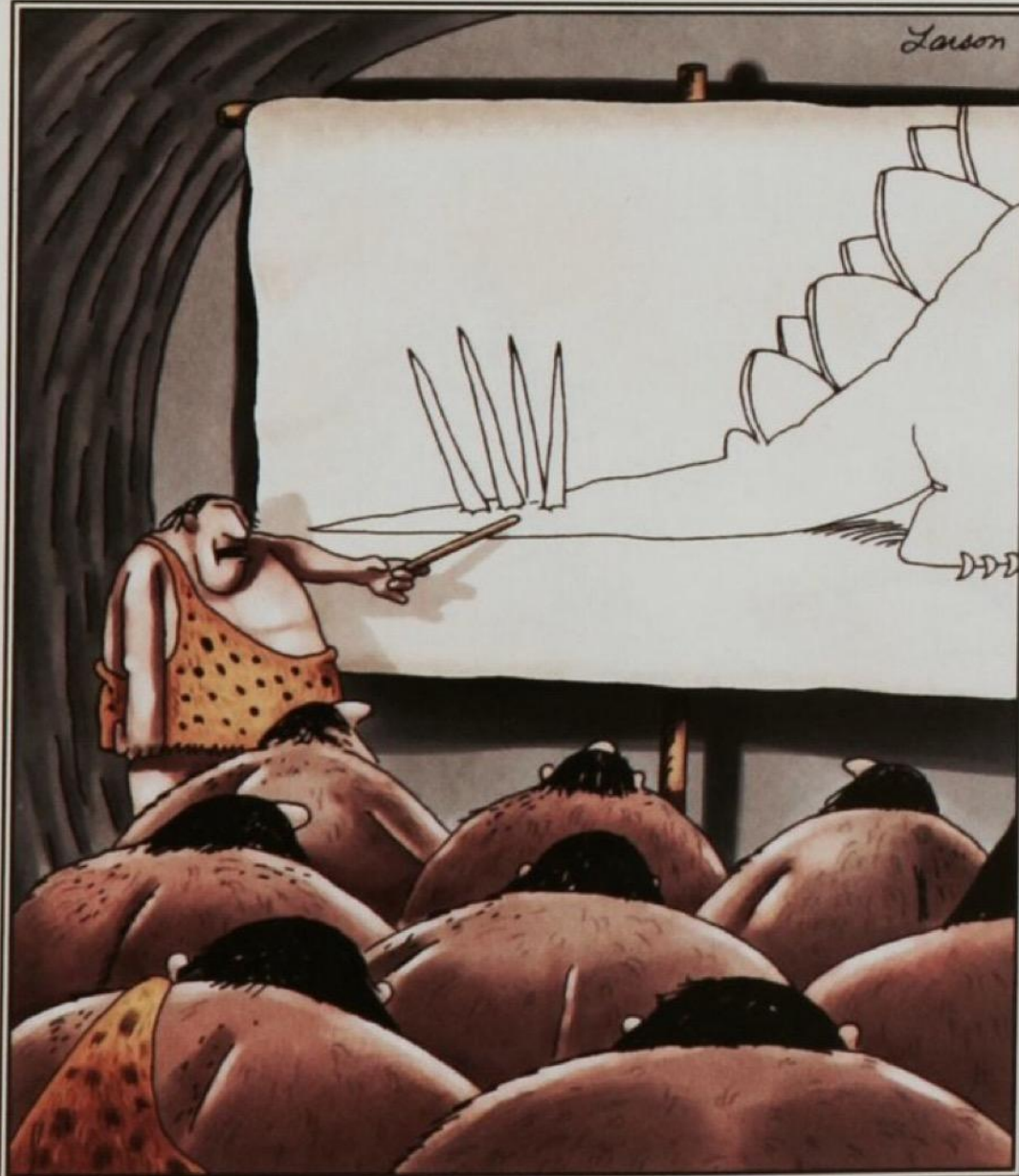
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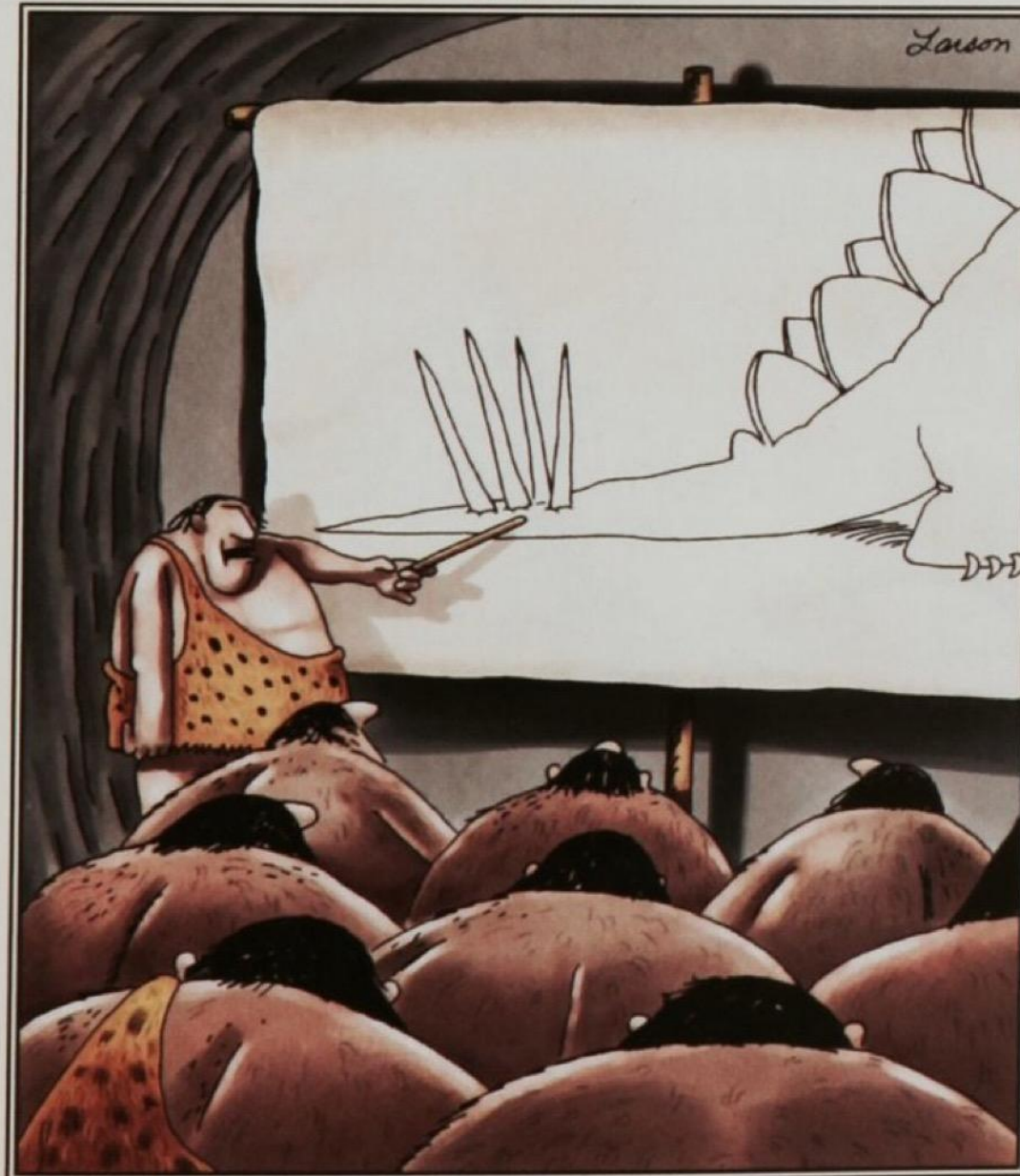
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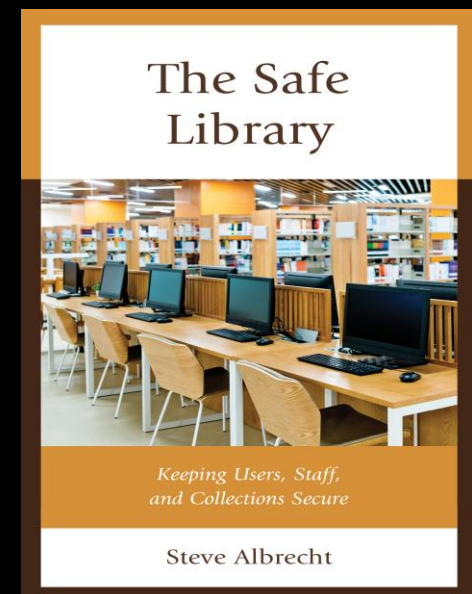
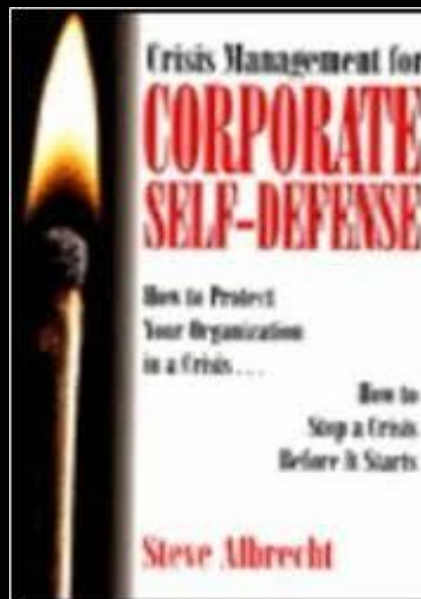
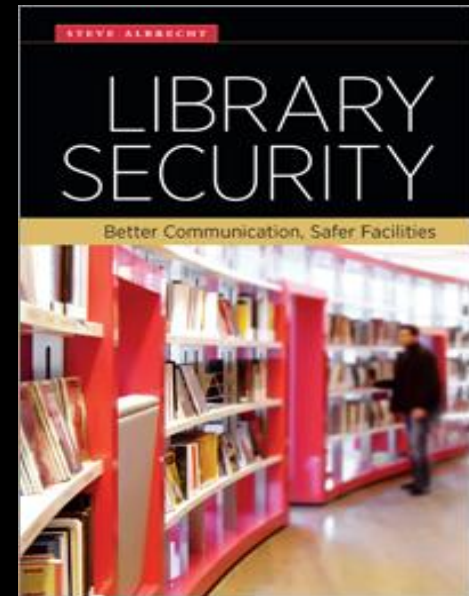
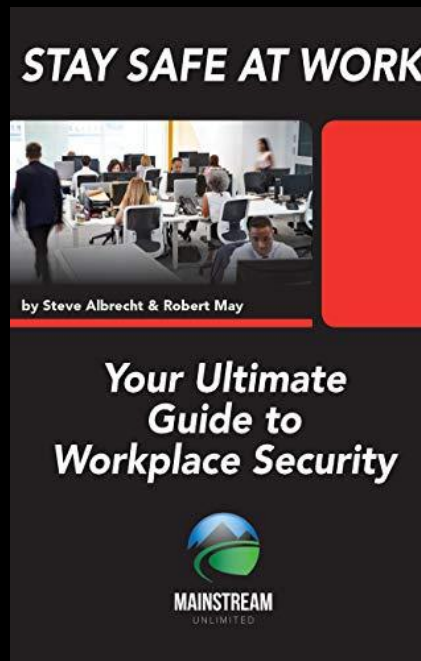
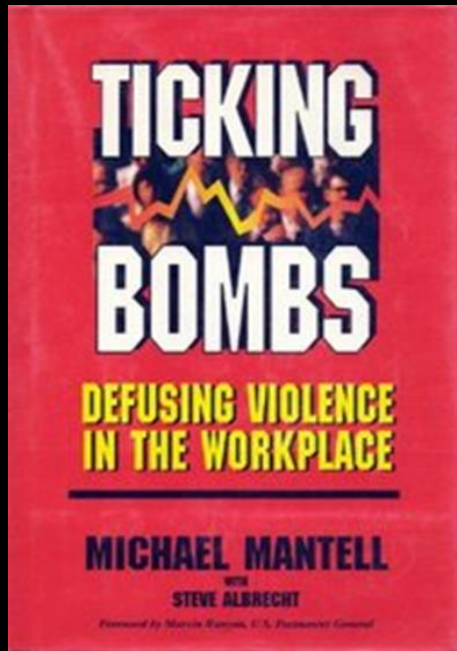
5/27/82

Larson





"Now, this end is called the thagomizer ...
after the late Thag Simmons."



The FBI's "NVE" Definition

Nihilistic Violent Extremist

The FBI defines NVEs as “individuals who engage in criminal conduct within the United States and abroad, in furtherance of political, social, or religious goals that derive primarily from a hatred of society at large and a desire to bring about its collapse by sowing indiscriminate chaos, destruction, and social instability.”

“NVEs work individually or as part of a network with these goals of destroying civilized society through the corruption and exploitation of vulnerable populations, which often include minors.”

Investigators have found these types of extremists often use social media platforms to “connect with individuals and desensitize them to violence ... corrupting and grooming those individuals towards committing future acts of violence ... for the purpose of accelerating the downfall of society.”

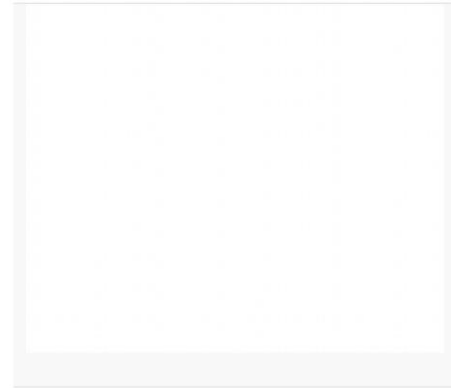
Senate Bill 553

As of July 1, 2024

The San Jose gunman appeared to specifically target his victims, sheriff says

UPDATED MAY 28, 2021 ▾

By Jason Hanna,  [Josh Campbell](#),  [Amir Vera](#)



Overview & Requirements (cont.)

- “Establish, implement, and maintain an effective WVPP in all work areas at all times.”
 - In writing.
 - Specific to each work area.
- Intended to be **customized** to the workplace.
- Identification (names/titles) of individual(s) responsible for plan:
 - Administrator
 - If multiple individuals, clearly describe each individual’s role.

Plan Elements

(Based on CAL-OSHA's model)

- Responsibility.
- Active employee involvement.
- Employee compliance.
- Communication with employees.
- Coordination with other employers.
- Incident reporting procedures.
- Emergency response procedures.
- Hazard identification and evaluation.

Plan Elements (cont.)

- Hazard correction.
- Post-incident response and investigation.
- Training and instruction.
- Access to written plan.
- Recordkeeping.
- Access to records.
- Review and revision of plan.
- Employer reporting responsibilities.
- Violent incident log.

Developing WVP Program

(Based on Cal/OSHA's model)

- Review full requirements of Labor Code section 6401.9
- Review requirements for each WVPP element.
- Read [Cal/OSHA's Workplace Violence Prevention Guidance](#)
- Obtain active involvement of employees and their authorized representatives.
- Make plan available and accessible.

Five Key Themes

1. Fair, ethical, empathic, reasonable treatment of customers, clients, taxpayers, ratepayers, vendors, and employees.
2. Listen for pre-attack, third-party leakage: verbal, social, electronic. Staff must report what they heard or saw. Monitor the culture for “injustice collectors.”
3. Create your Agency’s version of a Threat Assessment Team (TAT).
4. Respond differently to Hunters versus Howlers.
5. Follow the Run-Hide-Fight protocol. Get PTSD counselors.

Perpetrators of Workplace Violence Per OSHA

Type 1: Criminals.

Type 2: Taxpayers, customers, students, patients, passengers, vendors, etc.

Type 3: Current or former employees.

Type 4: Current or former spouse/partner of an employee.



Alta-Dena Drive-Thru, San Diego, Calif.





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Practicing with “Arlene”

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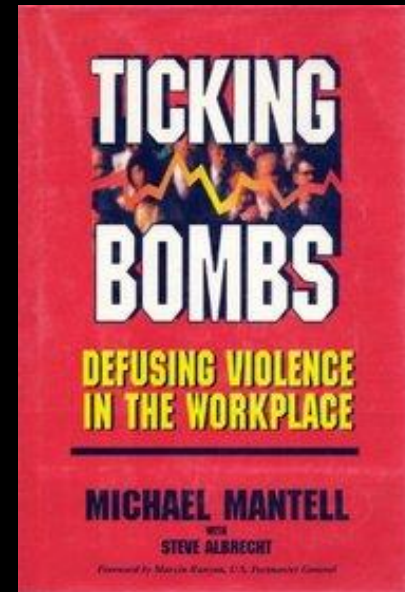
We've got to get rid of some people, Cosgrove.
Who are the least likely to come back and shoot us?

The Robert Mack Incident

25-Year General Dynamics employee.

Fired for attendance violations.

January 1992 - Shot and killed the HR manager assigned to his case; shot and wounded his manager, who later died.



Larry Hansen
June 1991



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October 12, 2011
8 dead, 1 wounded

Scott Dekraai



Domestic Violence Spillover: SB 400

Most DV victims work. Could involve an employee, a taxpayer, a non-custodial parent, or a stalking case.

We need to tell victim-employees **they will not be fired** for reporting the issue.

All employees **must** (confidentially) report if they have a civil order against anyone who could come to the office.

Develop **a safety plan** to protect the target(s), others on site.

Connect the employee to DV and EAP support resources.

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(Type 5: Cyber attacks resulting in injury or death.)



U.S. Department of Justice
United States Marshals Service



HUNTERS



and HOWLERS



Threats and Violence
Against Federal
Judicial Officials in the
United States,
1789-1993



USMS Pub. No. 80
February 1998

Hunters vs. Howlers

Hunters work in stealth. They show evidence of planning and move along a path from “ideas to actions.” Their goal is to attack with lethal violence. Ex: Ambush.

Howlers show visible anger. They use intimidation, verbal and written threats to create fear, stress, and anxiety in their targets. Their goal is control of the business and the victims’ emotional states. Ex: Bomb threat.

Hunters do not howl. Howlers do not hunt.

When Howlers begin to hunt, they are no longer Howlers.

(Source: Calhoun & Weston; Debra M. Jenkins “Intimacy Effect”)

Threat Assessment Teams

CEO / CAO / GM

HR

Law Enforcement

Agency Attorney *

Safety Professionals

EAP - Behavioral Health

Facilities Director

IT Director

(* Keeps all case notes.)

Department Heads

Risk Management

Union Reps

PIO

Key Managers and

Supervisors

Employee Interviews

TM and Crisis

Consultants

Filmed July 2012,
just two weeks before
the Aurora, CO
movie theater
shootings that left 12
dead.



A joint project
with DHS and
the City of
Houston, TX.



RUN. HIDE. FIGHT.



The California
State University



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“I have lived a depressed, disconnected, disaffected life, with no real job, girlfriend, supportive family structure, or goals. Because of this, I hate people and they seem to dislike me. I’ve collected the many injustices directed at me my whole life. Now, I’ll kill as many people as I can for my revenge. I’ll dress like a commando and I’ll mimic my ‘idols’ who have killed before me – so that people will remember me and talk about my actions for decades. I’ll post my words, photos, or videos of my discontent online, to provide proof of either my irrational life views, religious zealotry, racial hatred, my active and untreated mental illness, and my rage against the world. I know the US and international press and instant social media will expose me around the globe minutes after I am dead or in jail because that is what they do.”

Stop operating under the “Myth of No Past Problems.”

These NVE subjects have a
“Doomsday Clock” ticking inside them.
We need to identify them and divert them.

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