

Workplace Violence Prevention: Are You Prepared?

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DNV GL –Your global business assurance partner

Position

One of the world's leading certification bodies

People

2,000 highly skilled specialized employees

10,000

Food and beverage companies partner with us to ensure safety and sustainability of their operations and supply chain

Partnership

with more than 70,000 customers in 187 countries

80,000

Management system (ISO 9001, 14001, 18001, etc.) certificates issued under more than 80 accreditations

2,400

Healthcare organizations trust us to help them improve quality and patient safety

DNV GL - Global reach – local competence

DNV GL's core competence is to identify, assess, and advise on how to effectively manage risk. Our independence and integrity are our main strengths. We have a global presence and a network of over 350 offices in 100 different countries.

Our Purpose

To safeguard life, property, and the environment

Our Vision

Global impact for a safe and sustainable future

Our Values

- We build trust and confidence
- We never compromise on quality or integrity
- We are committed to teamwork and innovation
- We care for our customers and each other
- We embrace change and deliver results



Founded Since 1864

150+
years

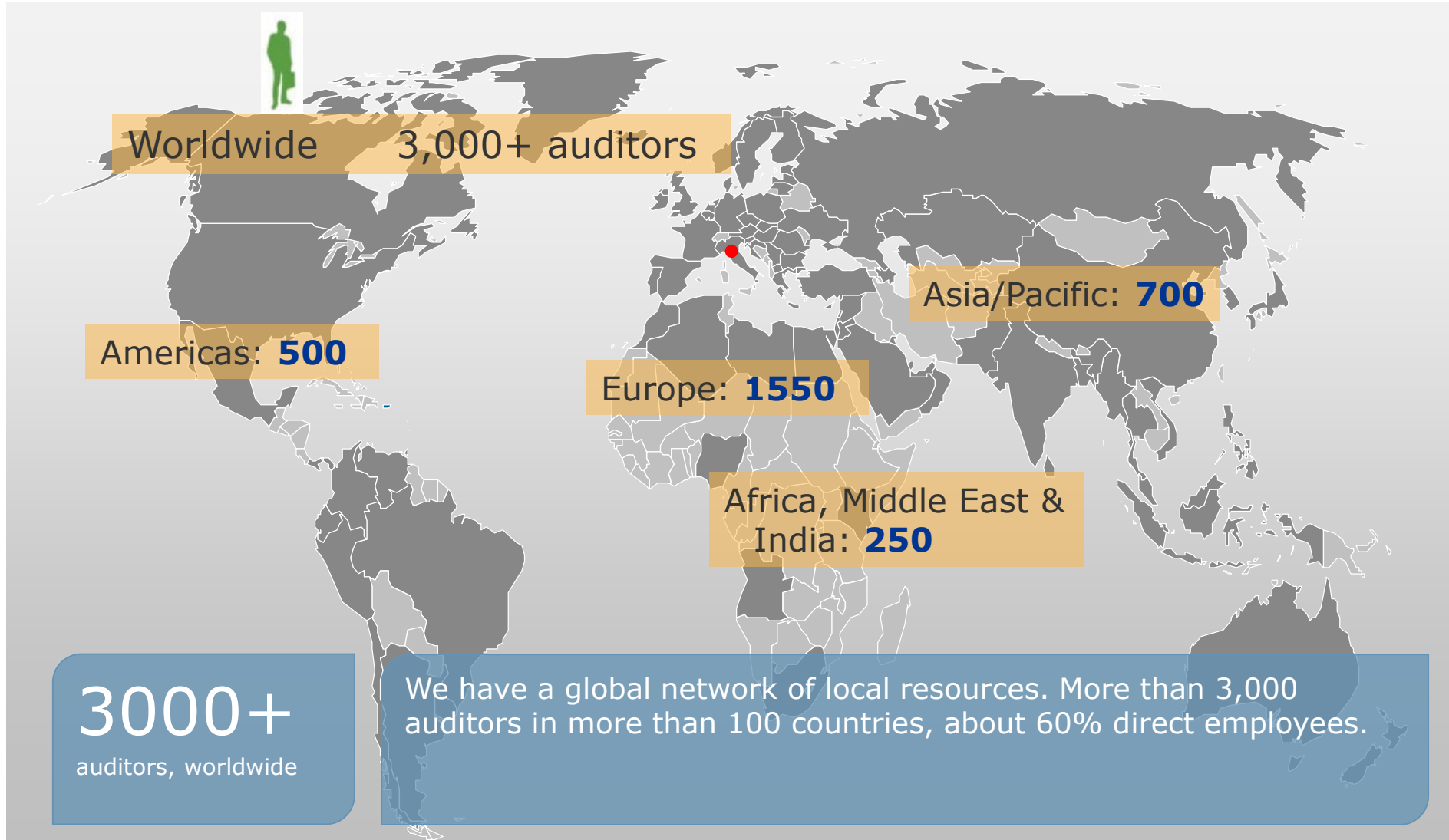
Oslo
Head office

350
offices

100
countries

12,500
employees

Global Reach – Local Competence



Digital Assurance and Transformation

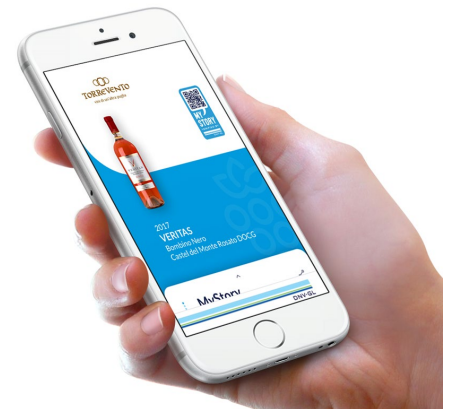
- Blockchain Solutions – show origin, quality and social/environmental/ethical integrity of product to consumers displaying facts verified by DNV GL and immutably stored on VeChain platform.

MyStory

- Since 2018, DNV GL's certificates are stored in a private BlockChain to improve security and transparency
- Virtual Auditing and Witness Assessments (sit by the pool while you participate in the audit)



Can I trust this product?
What's inside?
Who is behind?



Kiernan Group Holdings/DNG VL – Partnering With Purpose



The Inclusion of Workplace Violence in OSHA Standards



Section 5(a)(1): Each employer – shall furnish to each of his employees employment which are free from recognized hazards that are causing or likely to cause death or serious physical harm to his employees.

OSHA now acknowledges active shooter incidents as a recognized hazard in the workplace.

Shooting at Accent Signage puts focus on workplace violence

By Sharon Schmickle | 09/28/2012

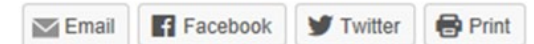
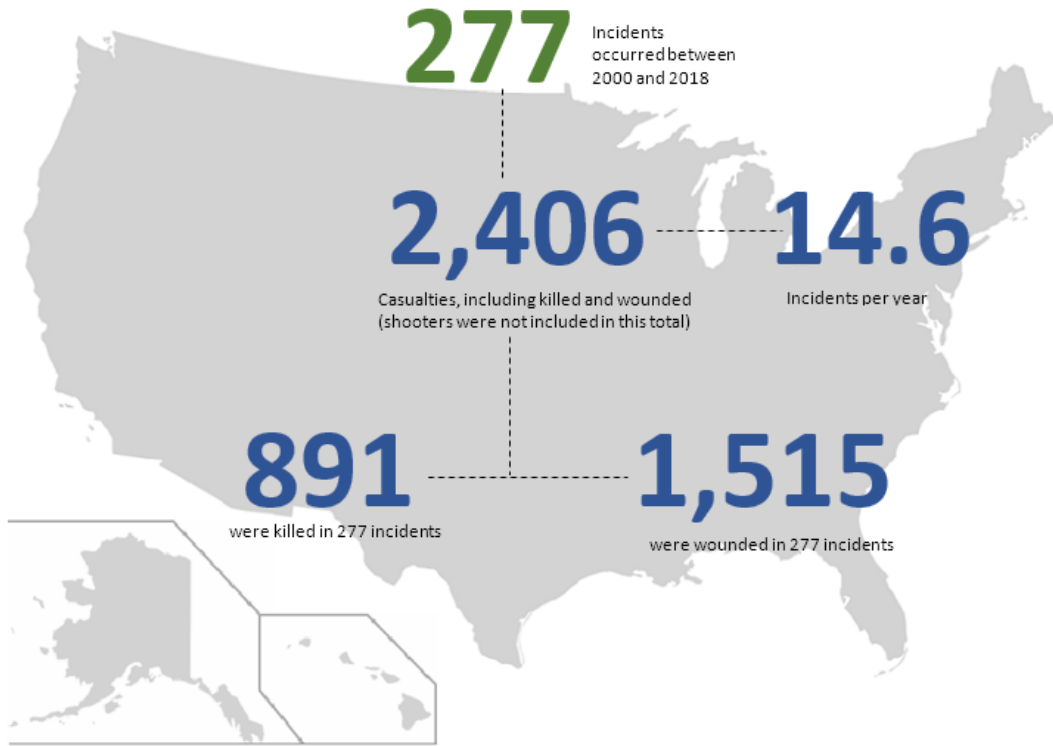


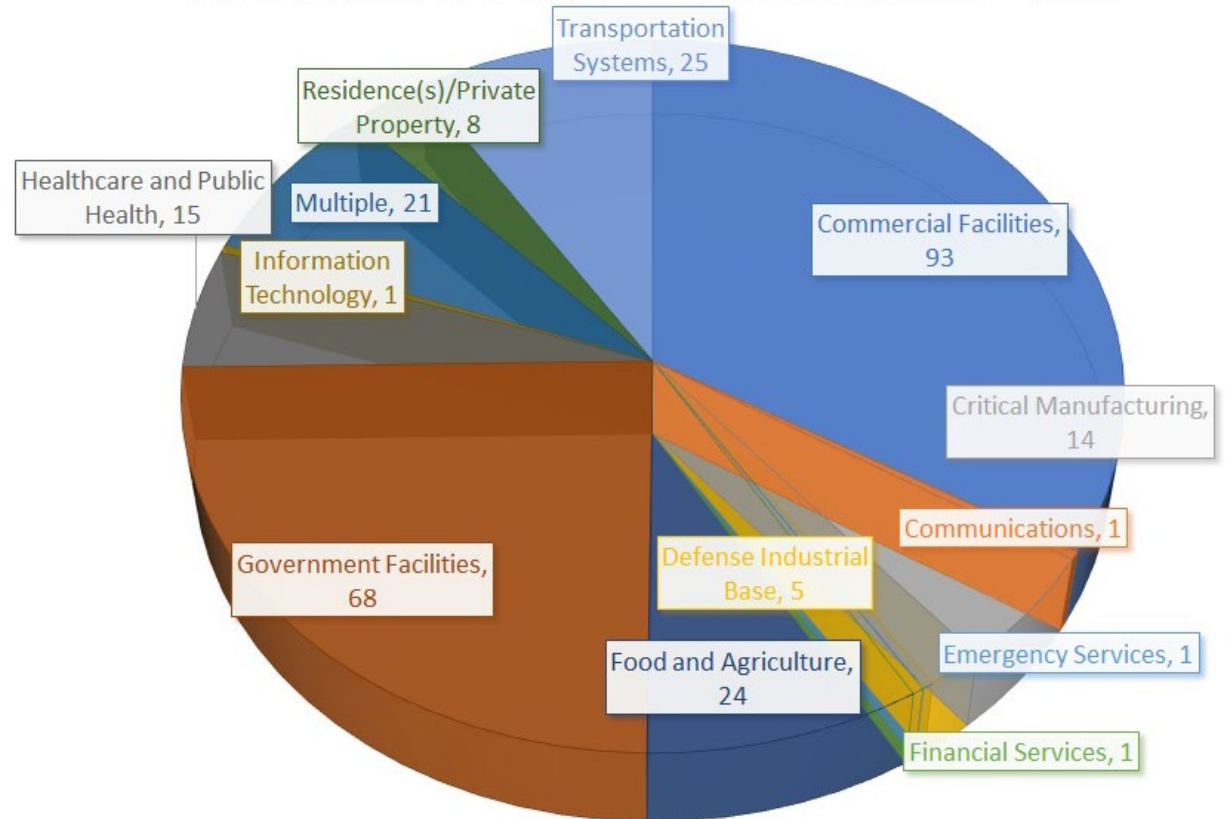
Photo by Bill Kelley
Reuven Rahamim, the owner of Accent Signage Systems, was killed Thursday afternoon by a man who apparently lost his job at the small company.

By the Numbers: Active Shooter Incidents (2000 – 2018)

Federal Bureau of Investigation (FBI)



FBI DESIGNATED ACTIVE SHOOTER INCIDENTS BY CRITICAL INFRASTRUCTURE SECTOR 2000 - 2018

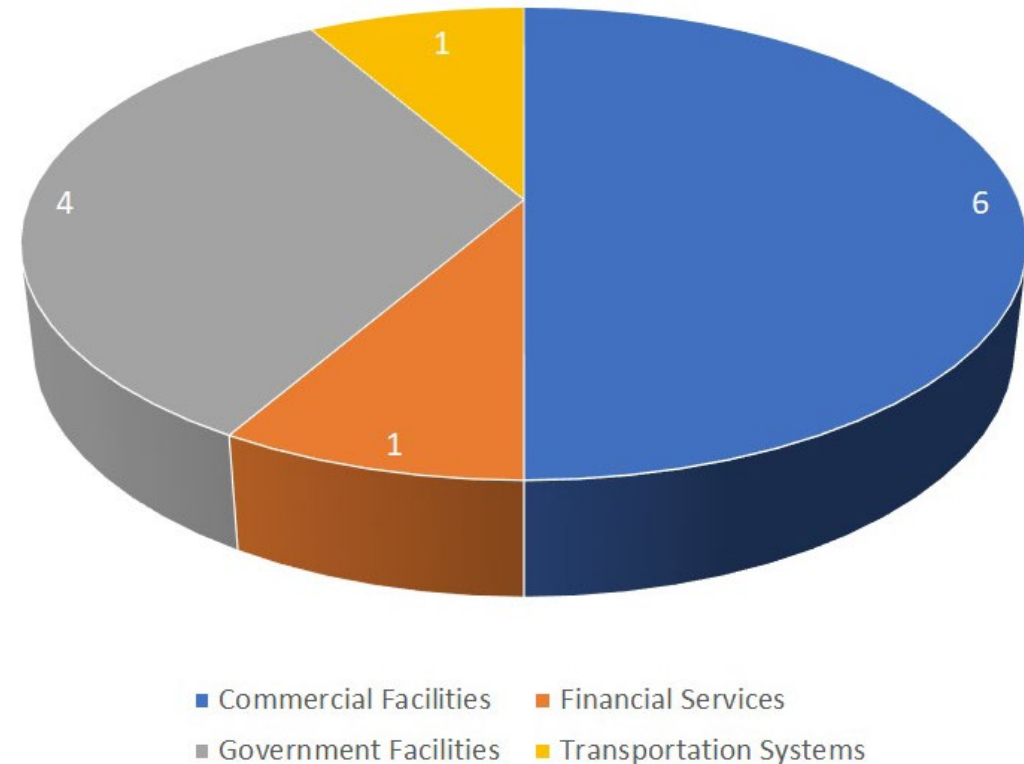


2018: 27 designated AS by the FBI

Workplace Violence Incidents in 2019

- SunTrust Bank, FL
- Henry Pratt Company, IL
- Chabad of Poway, CA
- University of North Carolina at Charlotte, NC
- STEM School Highlands Ranch, CO
- Virginia Beach Municipal Center, VA
- Earle Cabell Federal Building & Courthouse, TX
- Gilroy Garlic Festival, CA
- Walmart in Southaven, MS
- Walmart in El Paso, TX
- Ned Peppers Bar, OH
- Midland-Odessa Highway, TX

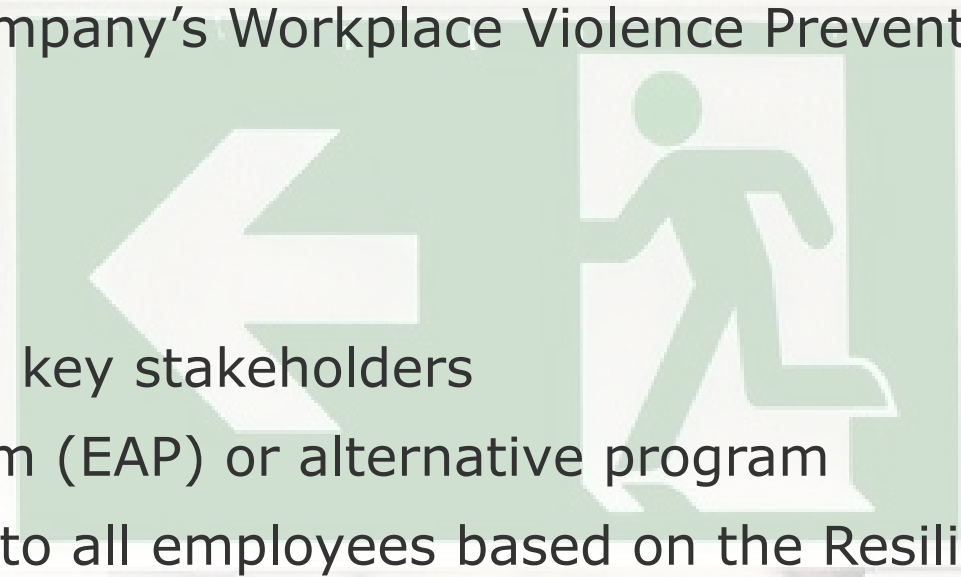
2019 Active Shooter Incidents Targeting Critical Infrastructure Sectors



Active Shooter Incidents in 2019.

Guiding Principles and Best Practices of Workplace Violence Prevention Plan

- Establish and regularly update your company's Workplace Violence Prevention Plan and Program
 - Business Continuity Plan
 - Crisis Communication Plan
- Create a Threat Assessment Team with key stakeholders
- Create an Employee Assistance Program (EAP) or alternative program
- Provide regular education and training to all employees based on the Resilience Cycle
- Conduct regular drills and exercises of the Plan
- Ensure and maintain a culture of preparedness, safety, and accountability



Resilience Cycle



Awareness	Understand and recognize the threat
Preparedness	Plan, train, and exercise
Response	Actions taken when a threatening event occurs
Recovery	Community and organizational support during healing

The Resilience Cycle is based on the Federal Emergency Management Agency's (FEMA) model on preparedness.

A Case Study: The Navy Yard Shooting



Law Enforcement



Building 197 at the Navy Yard was 760,000 square feet and 231,638 meters.

Source: The Metropolitan Police Department

Civilian

- Pay attention to your surroundings
- Recognize Behavioral Indicators
- Take action to report potential threats or concerns to your supervisor, Human Resources, and/or law enforcement, if necessary
- Ensure the Community has critical knowledge to identify an Active Threat/Assailant

Map of the Navy Yard



Preparedness

Law Enforcement

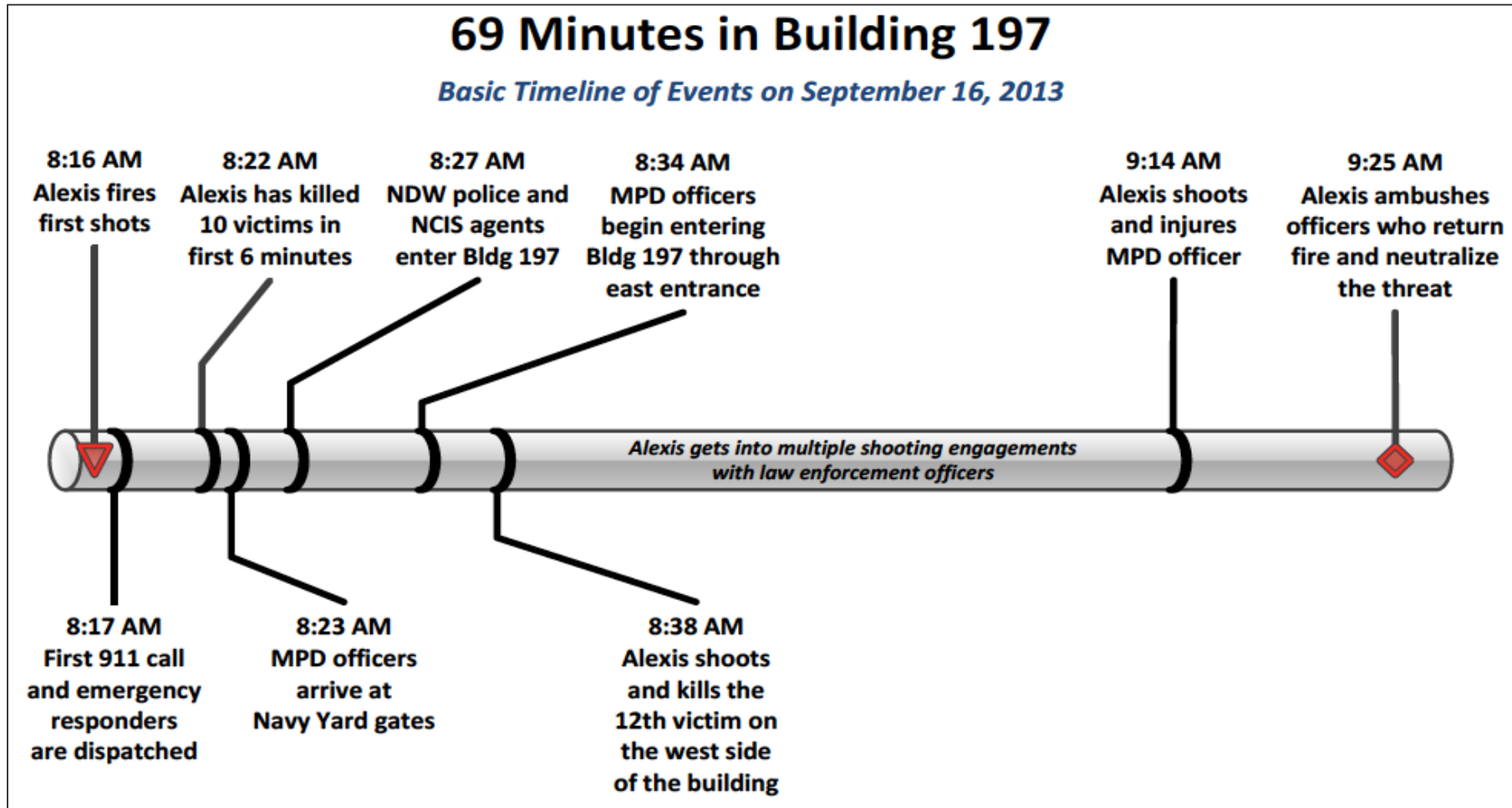


Michael Wear being interviewed by Showtime about his response in the incident.

Civilian

- Emergency Action Plan
 - Ex: Exits, turning off cellphones, etc.
- Workplace Violence Prevention Plan
- Crisis Communication Plan
- Conduct regular drills and trainings
- Understand the response time of first responders

A Case Study: The Navy Yard Shooting



Source: "After Action Report of the Metropolitan Police Department Internal Review Team: Shooting at the Washington Navy Yard, September 16, 2013," *Metropolitan Police Department*, Washington, DC, July 2014.

Response

Law Enforcement



Metropolitan Police, the first Active Shooter team, enters Building 197.

Source: The Navy Yard

Civilian

- Report the incident to management or Human Resources
- Call 9-1-1, if the situation escalates
- Use De-Escalation Techniques
- Run-Hide-Fight (Department of Homeland Security)

Civilian



A community candlelight vigil was held in D.C. after the incident at the Navy Yard.

Source: Getty Images, Global News

Law Enforcement



The National Law Enforcement Officers Memorial in D.C.

Source: A View on Cities

28 Seconds



Michael Wear and his team walking down the hallway 28 seconds before the shooter arrives.

Source: The Navy Yard



The shooter in the doorway.

Source: The Navy Yard

Personal Recovery

Law Enforcement



Directly after the awards ceremony, where Sergeant Michael A. Wear received the Metropolitan Police Medal of Valor.

Source: Christopher J. Wear

Civilian



A few days after the ceremony, life continues with the support and love of family.

Source: Carina N. Wear

Pathway to Preparedness

Preparedness is a Mindset

- Awareness to the potential threat for Workplace Violence
- Preparedness of the entire workforce through the building and practice of a preparedness culture
- The development of a collaborative and ongoing relationship with the First Responder community
- Understanding that the Pathway to Preparedness and Compliance is paved through education and training

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