Workplace Violence Prevention: Are You Prepared?

William Mitchell, Northern Territory Manager, Sales
DNV GL Business Assurance, North America

Dr. Kathleen Kiernan, CEO
Kiernan Group Holdings

Michael Wear, Program Manager & Senior Training Specialist
Kiernan Group Holdings
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
We have a global network of local resources. More than 3,000 auditors in more than 100 countries, about 60% direct employees.
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.

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

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

Federal Bureau of Investigation (FBI)

277 incidents occurred between 2000 and 2018
2,406 incidents per year
891 casualties, including killed and wounded (shooters were not included in this total)
1,515 wounded in 277 incidents

2018: 27 designated AS by the FBI

FBI DESIGNATED ACTIVE SHOOTER INCIDENTS BY CRITICAL INFRASTRUCTURE SECTOR 2000 - 2018
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
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
The Resilience Cycle is based on the Federal Emergency Management Agency’s (FEMA) model on preparedness.

<table>
<thead>
<tr>
<th>Awareness</th>
<th>Understand and recognize the threat</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preparedness</td>
<td>Plan, train, and exercise</td>
</tr>
<tr>
<td>Response</td>
<td>Actions taken when a threatening event occurs</td>
</tr>
<tr>
<td>Recovery</td>
<td>Community and organizational support during healing</td>
</tr>
</tbody>
</table>
Building 197 at the Navy Yard was 760,000 square feet and 231,638 meters.

Source: The Metropolitan Police Department
Map of the Navy Yard
### Preparedness

<table>
<thead>
<tr>
<th>Law Enforcement</th>
<th>Civilian</th>
</tr>
</thead>
<tbody>
<tr>
<td><img src="image" alt="Image of law enforcement officer" /></td>
<td><img src="image" alt="Image of civilian" /></td>
</tr>
</tbody>
</table>

- **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**

Michael Wear being interviewed by Showtime about his response in the incident.
A Case Study: The Navy Yard Shooting

Response

Law Enforcement

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)

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

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

Source: Getty Images, Global News

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

Source: Christopher J. Wear

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
Contact Us

DNV GL Business Assurance
contactus@dnvgl.com
(877) 368-3530
www.dnvglcert.com

Kiernan Group Holdings
kiernan@kiernan.co
(571) 290-0260
www.kiernan.co