

Violence Prevention Conference of Mid-America 2024

Presented by:

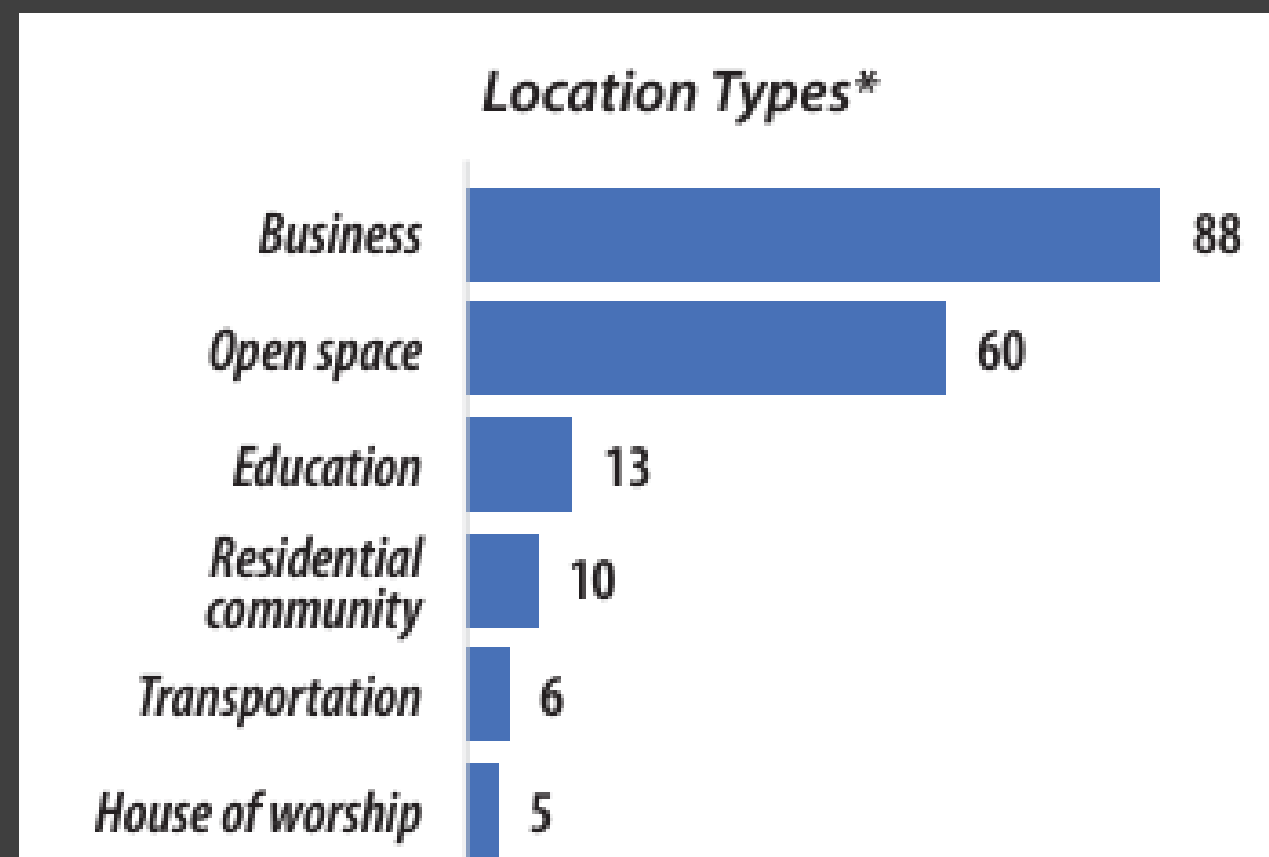
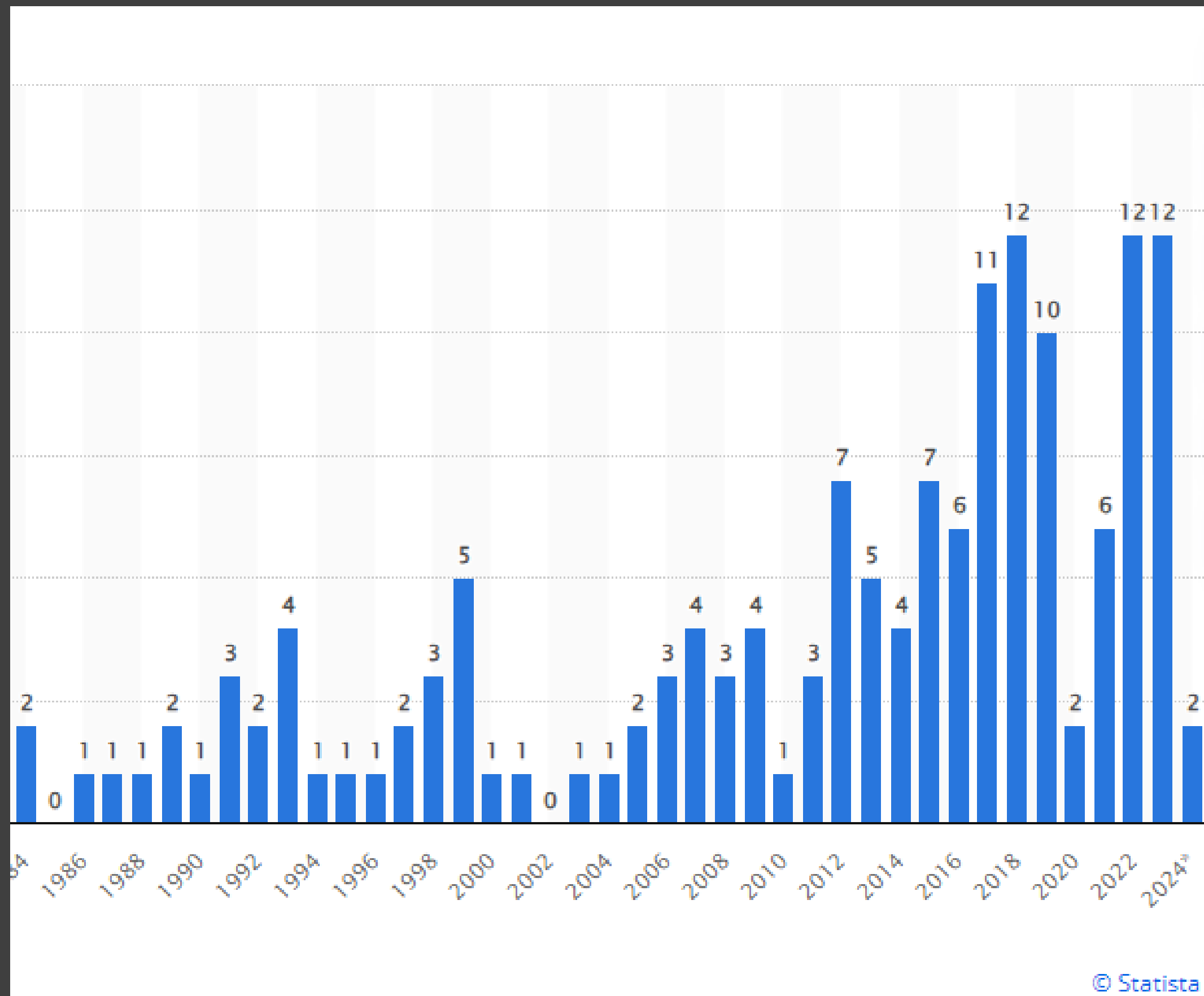




Warning Signs of Workplace Violence



Doug Elms



Grievances have remained the most common component to the motives of mass attackers from 2016 to 2020.

Degree of association of those who demonstrated concern

Family members included the attackers' parents, siblings, children, grandparents, and aunts and uncles, as well as romantic partners and in-laws.



Others known included employers, co-workers, neighbors, K-12 or college staff, mental health or other treatment staff, roommates, landlords, and others with whom the attacker had pre-existing contact.



Peripheral contacts included members of both physical and online communities, police and local officials (e.g., child protective services, shelter staff, court officials), administrators of online platforms, and bystanders at the site of the attack.



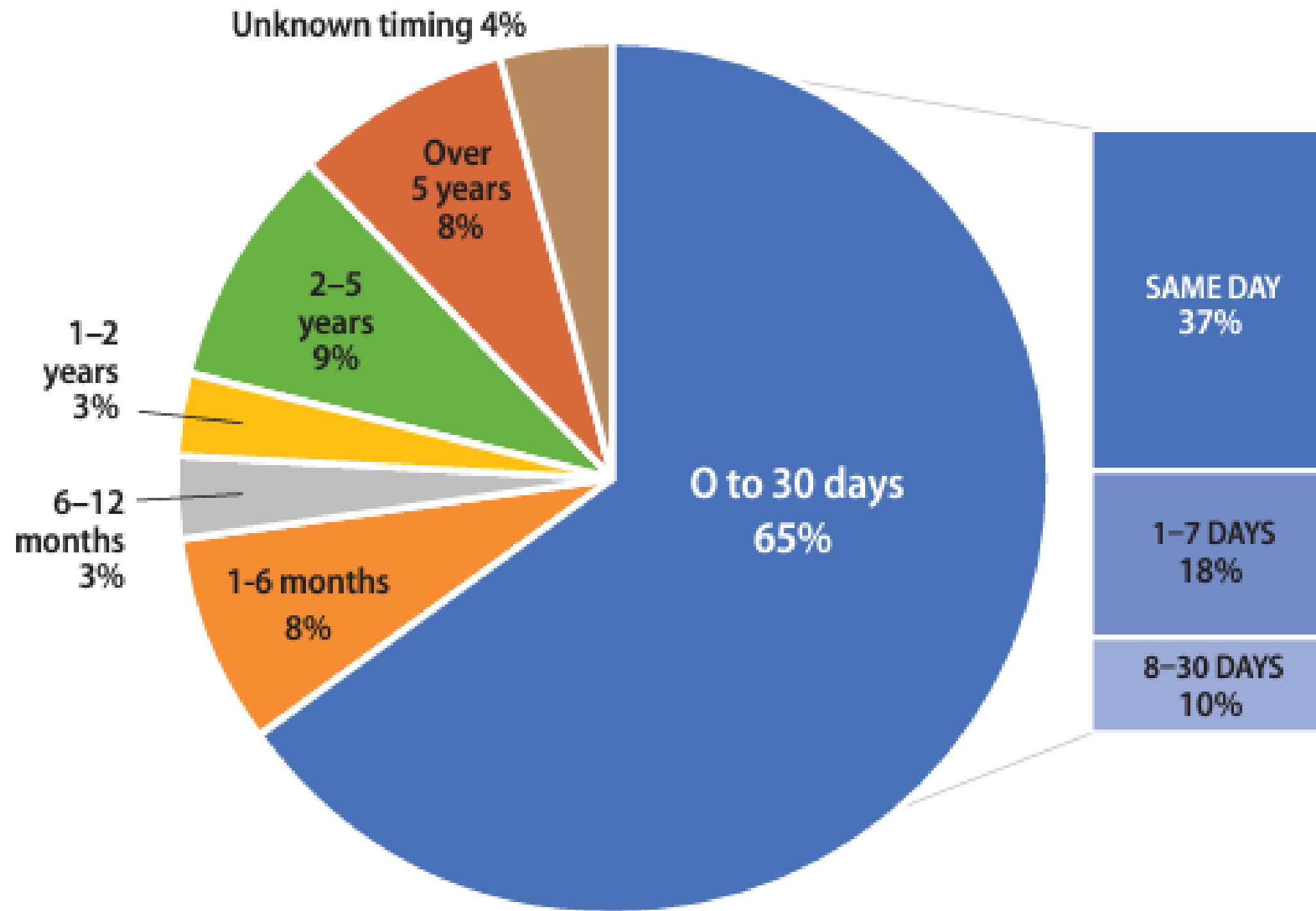
Friends and acquaintances included classmates, bandmates, and those who knew the attacker through another individual such as a friend's co-workers, a peer's family, or a family member's friend or spouse.



For some of the attackers, the association of the person(s) concerned was **unclear**.



Timing of the Most Recent Concerning Communications (n=119)



BEHAVIORS THAT ELICITED CONCERN*	n	%
Demeanor and mental well-being	73	58%
Disturbing communications or threats	61	49%
Physical violence	57	46%
Stalking/harassment	28	22%
Weapons-related actions	26	21%
Violent or unusual interests	26	21%
Self-harm	22	18%
Behavior changes	20	16%
Isolating or withdrawing	12	10%
Substance use/abuse	11	9%
Unspecified behaviors	30	24%
Other behaviors	38	30%

*The percentages do not total 100 as some attackers exhibited multiple types of concerning behaviors.

385

killed in mass shootings in the U.S. so far this year

43%

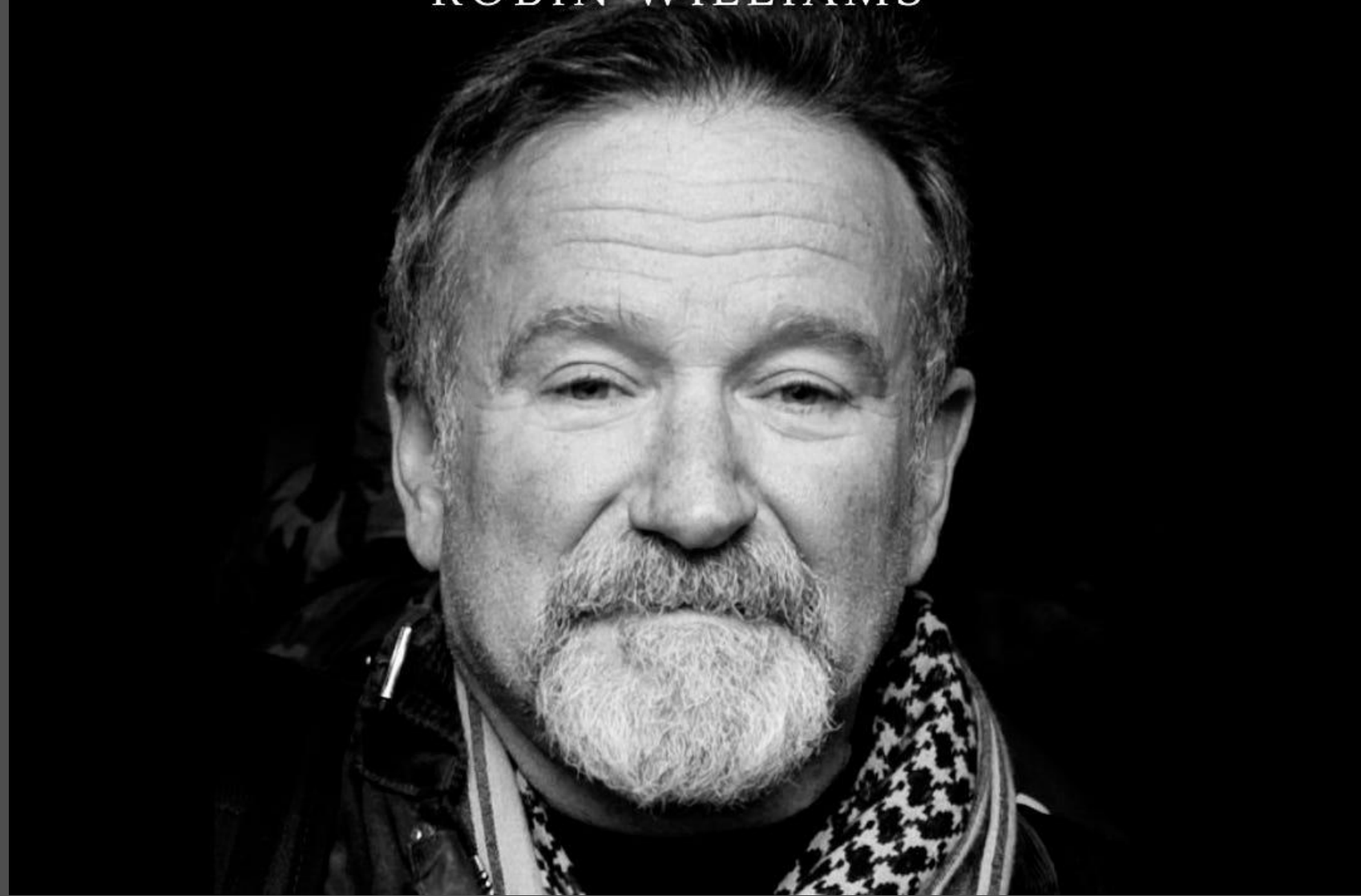
of deaths of females in the workplace were fatal assaults by a relative or domestic partner

~33%

of all Active Shootings were committed by terminated employees

Everyone you meet is fighting a
battle you know nothing about.
Be kind. Always.

ROBIN WILLIAMS



How well did YOU manage your stress?

How confident are you that your employees / peers will effectively manage their stress... on their own... without support?

Think less about are they good or bad... and more about what has happened to them

Grievance = Unmet Needs



No one asked...



Mental Health Contributors to Violence



Dale Doty, Ph.D.



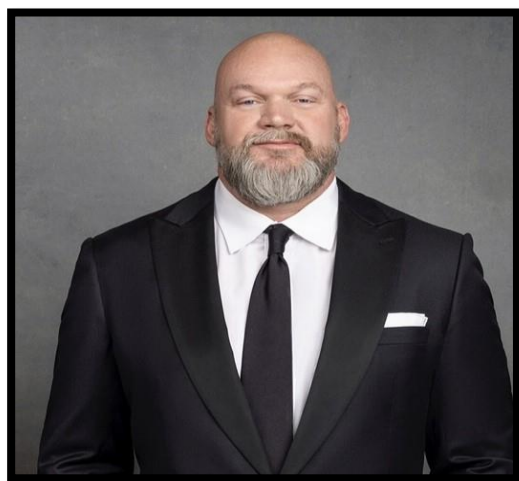
De-Escalation Strategies & Skills



Tim Keck



Managing High-Risk Terminations



Monte Mills



“I Was Almost an Active Shooter”



Aaron Stark











Aaron Stark  · 1st

TEDx Boulder Speaker "I Was Almost a School Shooter" | Author | Advocate

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Active Shooter Training- The New Standard



Tim Keck

Training & Events

Webinar | Navigating Stress & Safety During the Holidays

November 8

Webinar | Preparing for Civil Unrest

December 5

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Rogers, AR

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