

PERSONAL SAFETY: PREPARING FOR A THREAT AT WORK

TMHRA
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Agenda

- ▣ Welcome
- ▣ Why We Are Here
- ▣ Threat Analysis
- ▣ Situational Awareness
- ▣ Personal Awareness
- ▣ Have a Plan (The Six Ps)
- ▣ Have a Plan B
- ▣ Evade-Hide-Resist (Run-Hide-Fight)
- ▣ Preparation: Know Your Workplace; surrounding areas
- ▣ Three Main Venues for Your Attention
- ▣ Day Bag (Go Bag; GOOD Bag)
- ▣ Ready.gov
- ▣ First Aid/AED Operation/Stop the Bleed
- ▣ Wrap-up

What types of critical incidents do you see or think about?

- ❑ Active shooter/ stabber/ killer
- ❑ Terrorism
- ❑ Weather (hurricanes, tornadoes, straight-line winds, snow/ice storms)
- ❑ Natural disasters – earthquakes, tsunami, dam failures)
- ❑ Man-made disasters – train wrecks, hazardous materials incidents (vehicular, pipeline, transportation)
- ❑ Power outages (usually related to one of the above incidents, but not required)
- ❑ WMDs
- ❑ IEDs
- ❑ Diseases (Ebola, Measles, H1N1-2, Flu, Small pox)
- ❑ Serine gas
- ❑ Food poison or contamination
- ❑ Immigration
- ❑ Refugees
- ❑ What?

Before we get started, Let's discuss my law

- ▣ Cox's Law
- ▣ At any given moment, the demands on your (you) system will exceed your ability to meet it.
- ▣ What do you think this law is referring to?
- ▣ What does the law tell you about what your role in active killer or threats while you are at work?

Threat Analysis: Where You Are or Might Be

- ▣ Soft targets – what might they be?
- ▣ Campuses
- ▣ Businesses (Public and Private)
- ▣ Churches
- ▣ Utilities
- ▣ School districts
- ▣ Can you think of any others?
- ▣ Two major ingredients for personal preparedness:
- ▣ Situational Awareness
- ▣ Personal Awareness
- ▣ Three Places:
 - Home
 - Work
 - Travel

Intelligence gathering

- ▣ Fog of war
 - No info
 - Wrong info
 - Bad info
- ▣ How does this impact your information/intelligence gathering responsibilities.
- ▣ What do you want to know –
- ▣ Go with your Gut!
- ▣ If you suspect it, act on that suspicion with a degree equal or better to the suspected threat

OODA Loop

- ▣ Developed by USAF Col. John Boyd
- ▣ Observe
- ▣ Orient
- ▣ Decide
- ▣ Act
- ▣ You should be scanning at all times
- ▣ Don't just look, but see
- ▣ If it doesn't look right or feel right, trust that and behave accordingly

Situational Awareness

- ▣ Your surroundings
 - Know where your exits are
 - Know your ingress and egress routes
- ▣ Trust your sixth sense (Read Malcolm Gladwell's, *Blink*)
- ▣ Look for anomalies – is a person dressed wrong for the situation; is the person acting in ways that are incongruent to surroundings or other people in the same place?
- ▣ Where you are and where you're going
- ▣ Use your Five Senses effectively (and your sixth)
- ▣ OODA Loop

Personal Awareness

- ▣ What you bring to the “party” (not what the party brings to you)
- ▣ How you dress (“Gray Man”)
- ▣ How is what you’re wearing signaling to others your potential for victimization or your threat as a person who can handle a situation should one arise
- ▣ Mind Set – survival or “Deer in the Headlights”
- ▣ How you walk, look and carry yourself
- ▣ Physical capabilities
- ▣ Physical limitations
- ▣ Be honest and candid with yourself

Have a Plan

- ▣ The Six Ps: Prior Proper Planning Prevents Poor Performance
- ▣ Have a plan and execute your plan
- ▣ This means you have had to think about what you might do if....
- ▣ How would you go about doing that part of developing a plan?
- ▣ Have a Plan B
- ▣ Mike Tyson – He said, “_____”

Who is the first-first responder?

- You
- Your coworkers
- On-site Emergency Personnel
- Who is in the best person to take care of you?
- It will take time for Emergency Services Personnel to Respond – time is not your friend in these kinds of situations
- **It is You**

Planning and Training

- ▣ Two sides of the same coin
- ▣ One without the other is problematic
- ▣ Simple
- ▣ Flexible
- ▣ Scalable
- ▣ Clearly understood
- ▣ All hazards approach is preferable

What are Your Threats?

- ▣ Prepare preparedness checklists
- ▣ For Your Family
- ▣ Home Emergency Supplies Checklist
- ▣ First Aid Kits
- ▣ Communication Plan
- ▣ GOOD -- Get out of Dodge Plan/kit
- ▣ If you had to evacuate from where you live (or from work), how would you do it?
- ▣ What route home or out of town would you utilize?
- ▣ Great book on this, *Escape the Wolf*, by Clint Emerson. Check it out.

Threat Assessment

- ▣ Hazard Mitigation Plans
- ▣ <http://www.fema.gov/hazard-mitigation-planning>
- ▣ Local Hazard Mitigation Plans
- ▣ <https://www.fema.gov/emergency-managers/risk-management/hazard-mitigation-planning/regulations-guidance>

Evaluate the READINESS of your organization/your situation

- ▣ The best person to take care of you in a crisis is yourself
- ▣ It will take others time to get there
- ▣ Have a plan and execute your plan
- ▣ <https://www.ready.gov/plan>
- ▣ Have supplies, tools and escape routes determined
- ▣ https://www.ready.gov/sites/default/files/2021-02/ready_checklist.pdf
- ▣ Are You Ready
- ▣ <https://www.ready.gov/kit>

Know Where You Work

- ▣ Review escape routes
- ▣ Take note of first aid kits
- ▣ AED locations
- ▣ Where is the best places to hide
- ▣ What is the most likely place for threat to present itself
- ▣ Lighting in the parking lots
- ▣ CCTV monitoring
- ▣ Can you Carry a Weapon?

Have a Family Meeting

- ▣ Discuss your Communications Plan
- ▣ Discuss what would happen if the family gets separated -- rally point
- ▣ Alternative rally point
- ▣ What if communications channels failed -- no cell phone, no land line.
- ▣ How would you communicate with family members?
 - Prearranged Rally Point

Run-Hide-Fight

- ▣ Watch the movie, “Run, Hide, Fight”
- ▣ What would you do if confronted by an “active killer?”
- ▣ Do you think this is a good plan?
- ▣ Why or why not?
- ▣ Do you have a “Go Bag?”
- ▣ What’s in it?
- ▣ Check out some of the more popular lists of items to have in a “Go Bag” (few slides on)
- ▣ One thing you need to think about now = cash
- ▣ Do you have an emergency supply of cash?
- ▣ When the feces hits the oscillator, the power grid fails, and your credit or debit cards do not work, how are you going to pay for essentials -- gas, food, lodging?

Run, Hide, Fight Video

- ▣ <https://www.fbi.gov/video-repository/run-hide-fight-092120.mp4/view>

If you had to fight, could you?

- ▣ What are your limitations?
 - Personal Awareness
- ▣ What would you utilize?
 - Improvised weapons
 - Furniture
 - Brooms
 - Almost anything is better than your hands or feet
 - Violent, explosive action -- do not be timid about what and how you do it.

Go Bag

- ▣ BOB – Bug Out Bag
- ▣ Three things minimum:
- ▣ Multi-Tool -- I call this the Urban Utility/Survival Tool
- ▣ Water/food sources
- ▣ Tactical Flash light - at work, at home and while you are traveling (and yes, you travel almost everyday -- to work and home)
 - Minimum 200 lumens
 - Small
- ▣ Other Considerations:
- ▣ Goggles or eye protection
- ▣ Gloves (even plain cotton offers some protection)
- ▣ Minor first aid supplies
 - Gauze
 - Stop the Bleed
 - Band aids (various sizes)
 - Eye wash
 - Small towels
 - Wipes - antiseptic/antibacterial

Go Bag Supplemental Supplies and Considerations

- ❑ The Go Bag should also have a small supply of any meds you need (prescriptions; and, pain meds)
- ❑ Some cash (If the ATMs do not work, what then?)
- ❑ Maybe a map of your area (you must assume your cell phone will NOT work)
- ❑ Some first aid items
- ❑ Address/contact information sheets (Murphy's Law -- whatever can go wrong, will go wrong and when you least need it to go wrong -- your phone dies, what do you do about phone numbers, addresses?)
- ❑ Choose a non-descript bag (Gray Man) -- worst thing is to have a bag that looks like a tactical bag -- personal awareness/situational awareness
- ❑ Gloves (leather) might be handy
- ❑ Goggles -- debris, etc.
- ❑ Battery charger system -- you know the kind you can plug your technology into to get a charge -- very inexpensive and holds a charge for weeks...don't forget to recharge it from time-to-time.
- ❑ GOOD Bag - include change of clothes, toiletries, etc.

Rule of “Plus 1”

- ▣ Avoid myopia – tunnel vision
- ▣ If your life depends on a piece of equipment – one is none, two is one.
- ▣ The practical side of Plus 1.
- ▣ You see one active killer (shooter) at your workplace. What does this rule imply?
- ▣ If your life depends on something, have at least two of those items. For instance:
 - ▣ Knife; have two.
 - ▣ Light; have two.

Look at a Map of the City You Live In (Or County)

- ▣ What would be the major evacuation routes?
- ▣ Secondary routes?
- ▣ Where would you go?
- ▣ What would be the predesignated “rally point”
- ▣ How would you get there?

Traveling/Vehicle

- ▣ Is your vehicle in good operating condition
- ▣ Always keep at least a 1/2 tank of fuel
- ▣ Set your vehicle up for an incident – emergency supplies that you might need considering where and when you are driving (winter/summer, etc.)
 - Blanket
 - Water
 - Sunscreen
 - Sand
- ▣ Keep your doors locked when traveling
- ▣ Stay away from the curb side of the street (if you can)
- ▣ Make only right turns (if you can)
- ▣ Park in parking lots (malls, restaurants, etc.) based on when you will come back to your vehicle, not when you arrived

Home

- ▣ Is your home ready – you may work out of your home part-time or you are a distance worker
- ▣ See the disaster preparedness checklist on FEMA's Ready.gov website
- ▣ How long should you plan on an emergency?
 - 2 weeks is becoming more common
 - Water – 1 gallon per person, per day
 - Food/drugs/ don't forget pets

Stop the Bleed

- ▣ The most important first aid skill you can learn is to stop the bleeding
- ▣ First, always try to notify emergency services – call 9-1-1 – designate someone to do that if you have your hands busy
- ▣ Using direct pressure on the wound – if you have vinyl gloves, use them, if not, make your own decision about safety versus providing life saving steps
- ▣ Almost anything can be utilized to help stop the bleed
- ▣ Learn CPR
- ▣ Learn how to treat for shock

Two Core components to CIM at the National, State and Local Levels

- ▣ National Incident Management System (NIMS)
 - National Response Plan
- ▣ Unified Command System
- ▣ Incident Command System (ICS)
 - Duties and responsibilities
 - We will discuss this system more thoroughly in the coming weeks.
- ▣ Proper response and CIM requires
 - Training
 - Exercises
 - Guides
 - Checklists

Wrap-Up

- ▣ Prior proper planning prevents poor performance
- ▣ Threat analysis is important – what you most likely will face – plan for it; have a Plan B
- ▣ Situational and Personal Awareness
- ▣ OODA Loop
- ▣ Run-Hide-Fight
- ▣ At work, have a Go Bag and/or supplies on hand
- ▣ At home, be prepared for what you might face – threat assessment
- ▣ Traveling, practice precautions
- ▣ The best person to take care of you, at least initially is YOU!!!!!!

Thank You

▣ Questions?

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Please, if you have any questions or concerns or needs some assistance on emergency planning or personal safety awareness and planning, feel free to contact me at either email address