

Violence Prevention, Preparedness & Response Basics

Behavioral Health

- It is important to understand mental illness and its warning signs. To protect your family from suicide or other volatile situations that relate to mental health, take a course on Mental Health First aid www.mentalhealthfirstaid.org
- Seek counseling if you have been a victim or near victim of harm and violence
- Take family conflict, violence and harm seriously.
- Seek help from law enforcement and social services

Bullying and Harassment

- Bullying can threaten physical and emotional safety that can have prolonged, negative affects
- Early and affective intervention is the best way to address bullying
- Be aware of the types of bullying: verbal, social, cyber, and physical
- Use a team approach to combat bullying and remember to offer support to both the victim, bully, and other people impacted

Communications

- Communicate the incident to the public with clarity and accuracy of information and update this communication regularly
- Prevent Cyber intrusions and attacks by installing anti-virus software, using strong passwords and updating them regularly
- If you are moving to a new area looking for a new home use safety websites and apps to determine the level of crime and sex offenders located in an area. Crimereports.com and the offender locator app are useful tools
- Use a safety app like life360 to connect, check on, and communicate with your family members

Human Resources

- Be thorough when hiring people who have access to your home and loved ones - insist on and check references, use background checks, and ask direct questions about issues that concern you
- Follow safety procedures when firing someone
- Create a violence prevention team
- Report concerning behavior of a fellow employee/customer to HR or a manager ☐ Offer counseling to your employees after a violent incident

Personal

- If you have been involved in a minor accident and do not feel safe to exit your vehicle request the other driver follow you to a public place
- Do not leave your valuables in plain sight in a vehicle
- Be aware of the dangerous and seriousness of intimate partner violence (domestic violence). If you or a loved one is being threatened with violence or being harmed contact law enforcement and social services
- Be aware of messages on voicemails - do not indicate that you are away from home
- Try to park or move your car closer to the facility if you are going to be working after hours
- Control your breathing to remain calm - Take steady and deep breaths

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- If a situation feels dangerous, try to make space between you and the person(s) who is being aggressive or violent
- Don't ignore or brush off threats of violence - take threats seriously and assess whether you need to call for help from others around you and call 911
- When calling 911 for help or reporting violence try to remain calm and give as many relevant details as possible
- Only record video or take photos if it safe to do so. Do not use taking video or photos or the threat of recording as a way to defuse a situation
- Ensure that physical injuries are seen and treated by a healthcare provider
- Seek help from law enforcement immediately if you or a loved one have been a victim of an attempted strangulation or someone has placed their hands around your neck
- Be aware of TMI - giving out too much information. Be aware of someone asking you inappropriate questions that encourage you to reveal more personal information than what is needed for the situation that you are in

Security

- Invest in strong sturdy doors and locks
- Install security devices (alarm systems, camera, monitor, intercom all in one units) that allow you to view and communicate with visitors before granting them entry
- If you own a firearm keep it in a safe place and out of reach from children, volatile, and unstable individuals
- Create a good habit of remembering to lock exterior doors/windows
- Do not place hidden keys in an obvious location, like under the doormat or a potted plant
- If you are renting and moving into a new home make sure the locks have been changed
- Always be cautious when answering the door to strangers ☒ Ensure that your home/facility has sufficient lighting
- Create a buddy program (e.g. friend, security officer, etc.) to walk you to your car if it is parked in a secluded or dark area
- If there an active shooter or a person(s) wanting to harm many people, keep yourself safe using the RUN HIDE FIGHT method <https://www.dhs.gov/active-shooterpreparedness>
- Assess if your security and safety plan needs to be revised
- Ensure that you have reported the incident according to local and federal laws

Vigilance/Surroundings

- Be aware of your surroundings - pay attention to anything out of the ordinary
- When exercising outdoors choose places where other people are around, avoid secluded areas, and at night make sure there is sufficient lighting
- Trim hedges around your property to ensure visibility
- Be aware of the potential of being followed or being the victim of a carjacking - only exit your vehicle if you feel safe
- Try to avoid using an ATM in an isolated area or at night
- Rapidly assess concerning situations and call 911 if the situation is violent or seems to be heading towards violence, especially if there is weapon involved, there is an attack or assault or physical injuries