

Florida Chamber Safety Council

Active Shooter & Threat Management Webinar

December 7, 2021

Welcome & Opening Remarks



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FLORIDA CHAMBER SAFETY COUNCIL

Making Florida Safer, Healthier and More Sustainable

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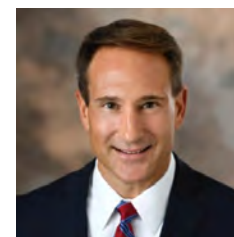
Jody McClure
ABC Fine Wine & Spirits



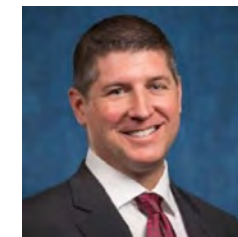
Greg Meloon
Nautique Boat Company



Chief Carl Metzger
University of Central Florida



Robert Roncska
"Navy Bob"
AdventHealth



John Trevathan
GuideWell



Mark Wilson
Florida Chamber



George Zamora
City Furniture

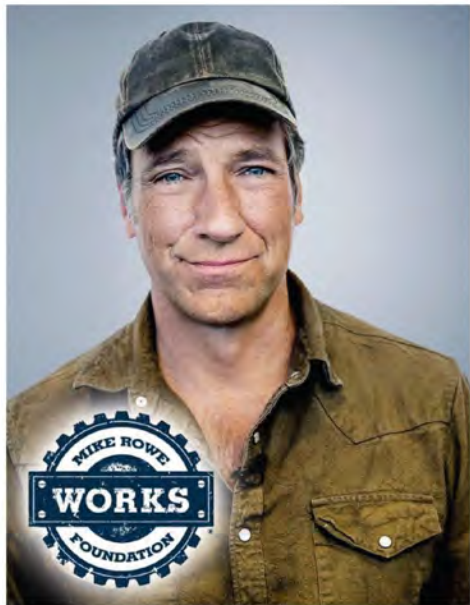


Safety Training Courses Include, but are not limited to:

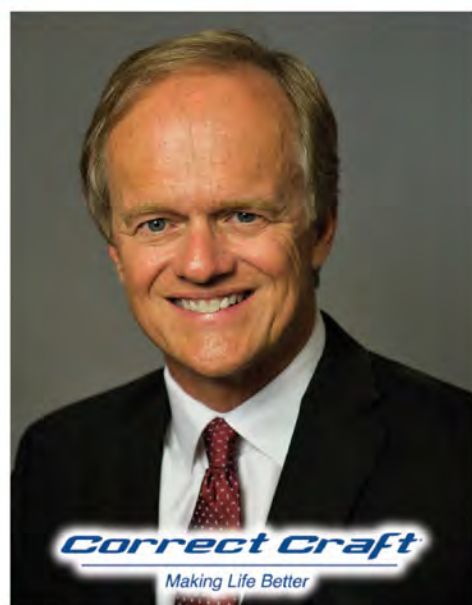
- OSHA 10 Hour - Construction Industry
- OSHA 30 Hour – Construction Industry
- OSHA 10 Hour – General Industry
- OSHA 30 Hour – General Industry
- HAZWOPER 8 Hour
- HAZWOPER 24 Hour
- HAZWOPER 40 Hour
- Advanced Safety Certification
- Active Shooter
- Bloodborne Pathogens
- CPR/First AID/AED
- Confined Space Entry
- Crane & Hoist Safety
- Creating a World Class Safety Culture
- Defensive Driver 4HR / 6HR / 8HR
- Electrical Safety
- Fall Protection
- Fire Protection & Prevention
- Flagger
- Hazard Communications
- Hazardous Materials and Waste
- Heat Stress Prevention
- Heavy Equipment Operator Training
- Hearing Protection
- Hand Protection
- Incident Investigation: Root Cause Analysis
- Job Safety Analysis
- Ladder Safety
- Lock Out/Tag Out
- Mobile Elevating Work Platforms - MEWP's (Boom Lift & Scissor Lift)
- OSHA Recordkeeping
- Personal Protective Equipment - PPE
- Powered Industrial Trucks – Forklift Operator
- Principles of Occupational Safety & Health
- Respirable Crystalline Silica
- Respiratory Protection
- Safety Inspections
- Safety Audits
- Safety for Supervisors
- Safety Management Techniques
- Safety Training Methods
- Scaffold Safety
- Silica Respirable Crystalline
- Slips, Trips & Falls Prevention
- Team Safety
- Trenching & Excavation for Competent Person



March 30 - April 1, 2022 | Disney's Contemporary Resort



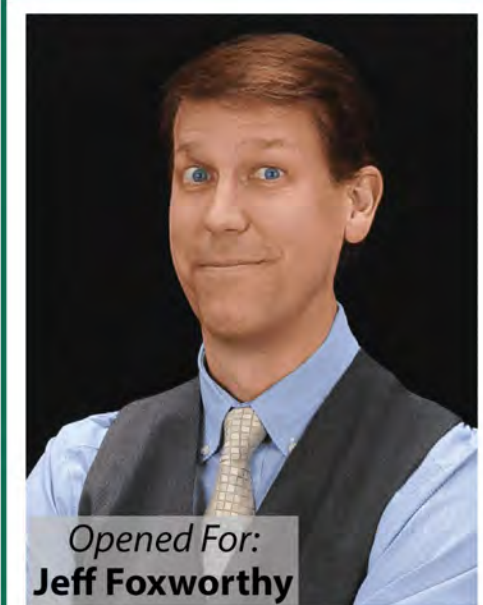
Mike Rowe
Dirty Jobs



Bill Yeargin
CEO



Dr. Henry Cloud
Author



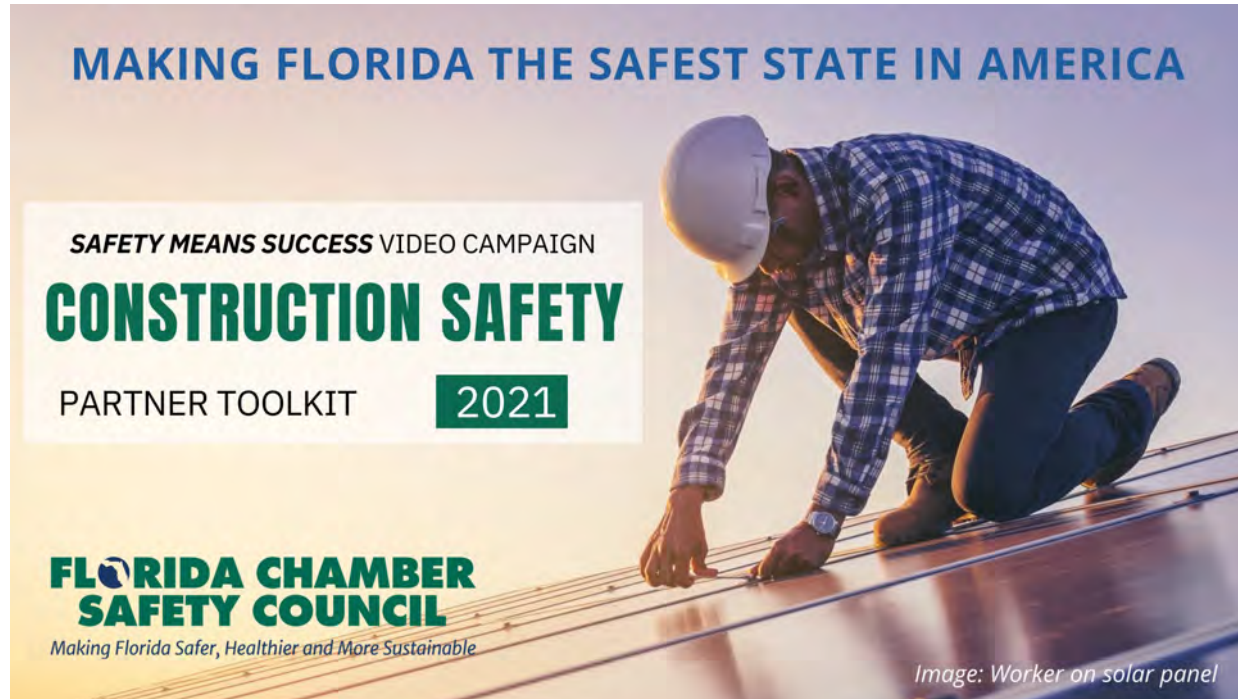
Mark Robinson
Comedian/Magician

600 ATTENDEES | 145 EXHIBIT BOOTHS | NEARLY 30 BREAKOUTS

FLORIDA CHAMBER SAFETY COUNCIL

Making Florida Safer, Healthier and More Sustainable

“Safety Means Success” Construction Video Campaign & Partner Toolkit



To get involved contact Daniel Daglis at
ddaglis@flchamber.com

Construction Safety Video Toolkit for Employers

Out of all the workplace fatalities that occur in Florida, reported data shows the construction industry experiences the most. Pre-COVID in 2019 in Florida alone, there were 69 occupational deaths due to falls, slips and trips, 61 deaths as a result of exposure to harmful substances and 75 deaths related to equipment. From 2011-2018, Florida ranked 34th in the nation with nearly 28% of Florida's 1,950 workplace fatalities occurring in construction alone. Help the Florida Chamber Safety Council in sharing the message of "Safety Means Success"—a video campaign that promotes educating safety professionals and encouraging businesses to make safety a core value in the workplace. The videos in this collection are specifically for employers, supervisors and managers in the construction industry.



Construction Safety Video Toolkit for Employees

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Active Shooter & Threat Management Educational Webinar

Brought to you by Florida Chamber Safety Council and Advisory Board member



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Thank you to our sponsors!





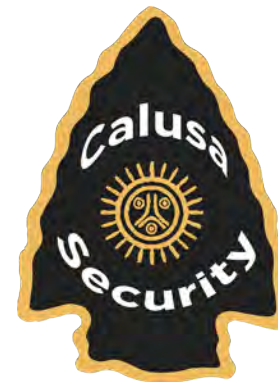
Sponsor Highlight

Sean Collins

President/Lead Firearms

Instructor

scollins@calusasecurity.com



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Guest Speakers



Sgt. Adam Casebolt
Community Partnerships
Sergeant



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Cpl. Luis Angel Rivera
Threat Management Team
Corporal



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FLORIDA CHAMBER SAFETY COUNCIL

Making Florida Safer, Healthier and More Sustainable



Threat Management



Sergeant Adam Casebolt

20 Years of Law Enforcement & Public
Safety Training Experience

- ❖ Patrol Supervisor
- ❖ Firearms Instructor
- ❖ Training Officer
- ❖ Training Supervisor
- ❖ Crime Prevention Professional
- ❖ Tactical Team Supervisor



Corporal Luis Rivera

20 Years of Law Enforcement &
7 years Mental Health Hospital Experience



- ❖ TMT Supervisor
- ❖ Field Training Officer
- ❖ Mental Health First Aid Instructor
- ❖ ATAP Member
- ❖ In 2018 UCFPD Officer of the Year /
CIT Officer of the year for UCFPD and
Central Florida CIT Officer of the Year.



NEWS

Police: UCF student had plotted a mass killing

John Bacon and Natalie DiBlasio, USA TODAY

Published 7:11 a.m. ET March 18, 2013 | Updated 7:41 a.m. ET March 19, 2013



Police monitor the campus at the University of Central Florida after explosive devices were found by authorities the apparent suicide of a student in a dorm. John Raoux AP

A former student at the University of Central Florida had amassed four explosive devices, two guns and hundreds of rounds of ammunition before killing himself in the dorm room from which he was soon to be evicted, police said Monday.

UCF Police Chief Richard Beary said writings found in the room indicated the student, James Seevakumaran, 30, had planned an attack on the campus.

UCF student arrested after police discover fully automatic AR-15 in his car on campus

Posted By [Monivette Cordeiro](#) on Wed, Jan 30, 2019 at 1:53 pm



Photo by [University of Central Florida/Facebook](#)

A University of Central Florida student was arrested Tuesday after police discovered he had illegally modified an AR-15 into a fully automatic rifle and was keeping it in his car on campus.

The UCF Police Department said it received anonymous tips that engineering student Max Bennett Chambers, 19, was in possession of an illegally modified weapon that violated state law and university policy.



The transformation of Sun Wenliang: dyed hair, guns, a fast car, and 'a disaster waiting to happen'

US authorities describe the sequence of strange behaviour that led to the arrest of Chinese student Sun Wenliang last week

The Washington Post
Published: 9:52am, 2 Apr, 2018

Why you can trust SCMP



Sun Wenliang released by the University of Central Florida, highlighting the change in his appearance that helped raise concerns about his behaviour.

Officials in central Florida have described the chain of "red flags" of Chinese student Sun Wenliang last week, describing his strange use of guns as a "disaster waiting to happen".

BRING YOUR VISION TO US



Threat Assessment

- Process to investigate and evaluate those who may have the
 - Interest
 - Motive
 - Intent and/or
 - Capability
- ... to launch an attack against an identifiable target (e.g public figure, work-place, event or location.)

Threat Assessment Process

- Identified person of concern (POC)
 - Gather information
 - Assess person and situation (360 Degree View)
 - Manage the person / Situation
-
- Behavioral threat assessment is fact-based:
 - Facts
 - Conclusion
 - Strategies

Threat Criteria considered by the UCFPD Threat Management Team are the following: If the subject makes a **threat or threats**, directly or indirectly, reference the **life or safety** of the University Community...or...

...if the subject is exhibiting **concerning behaviors, verbal, written or actions** that adversely affect the **safety** of the University community.



Levels of Concern Tiers

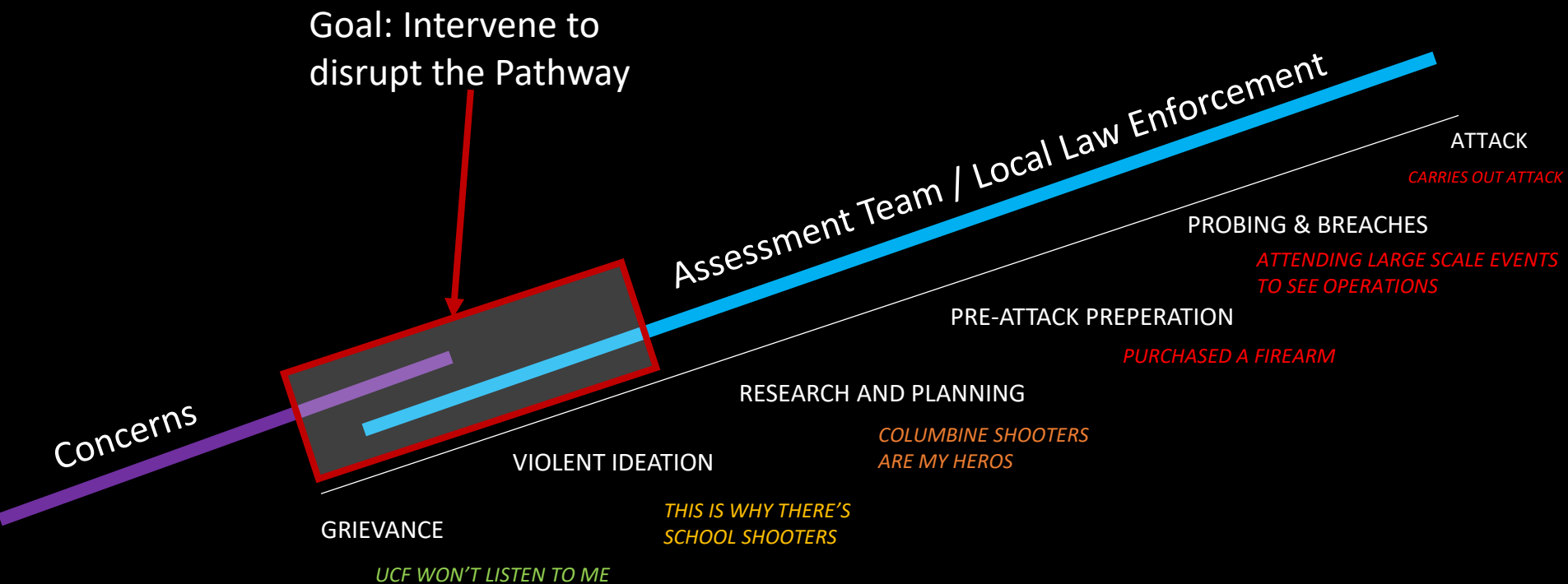
High: **Direct Threat to the community**

Medium: **Elevated potential threat** with no means of threat implementation

Low: **Behavioral concerns** due to actions that indicate a “spiral” or “break”.



Pathway to Violence



Behaviors and Indicators

Warning Behaviors

Stressors

Risk Factors

Indicators of Potential Imminence

Protective Factors



Warning Behaviors

Research and Planning



Leakage / Expression of Violence

Impulsive



Preparing and Purchasing

Grudge / Grievance

Fixation



Stressors

Finances



Substance Abuse



Work

Family / Relationships



Risk Factors

Issues with Discipline /
Multiple Incidents



Inappropriate
Fascination / Access
to Weapons



Victim of Violence

Uncontrollable Anger

Homicidal Ideations
Past and Present

Suicidal Ideations
Past and Present



Mental Illness

Indicators of Potential Imminence

Sudden Cessation of
Medications /
Services



Legacy Token / Manifesto
Isolation / Withdrawn

Giving Away Possessions



Creating Last Will /
End of Life Planning

Protective Factors

Family/ Friend Support



Exercise / Hobbies



Therapy / Medication



Realistic Goals

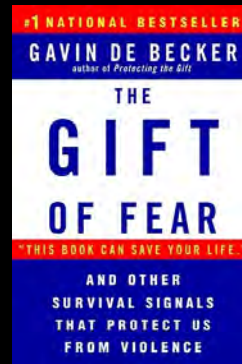
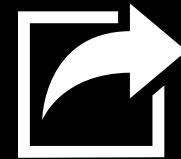
Assessing the Threat

Gavin De Becker – “The Gift of Fear”

Justification



Alternatives



Consequences



Ability



Case Study

University of Central Florida Employee

History of alcohol abuse

History of mental health issues



POC's Case Study

(Text's between POC and friend)

Hey on a real note. Can you please put those guns in storage or give them back to your dad. I don't trust you going to UCF drunk with the guns in your car. Someone could break in your car or do something worse.

After what you told me about your coworkers and how you want to go in and hurt them & after you saying you wanted me to kill you if you paid me. If I wasn't your friend I wouldn't be telling you this. I hope you understand.

This is not a Good Picture.



POC's Case Study

- The POC supervisor had noticed concerning behaviors and gave POC time off to focus on his wellbeing
- POC made concerning statement at a friend's party that was reported to UCFPD on 9/23/2019
- Threat Management Team was informed of the POC's possible suicidal and homicidal ideations
- The POC was intoxicated at work and was brought in for an evaluation.
- A search of the POC's vehicle was conducted, which resulted in multiple firearms being confiscated
- POC was Baker Acted and placed under a Risk Protection Order for 1 year.



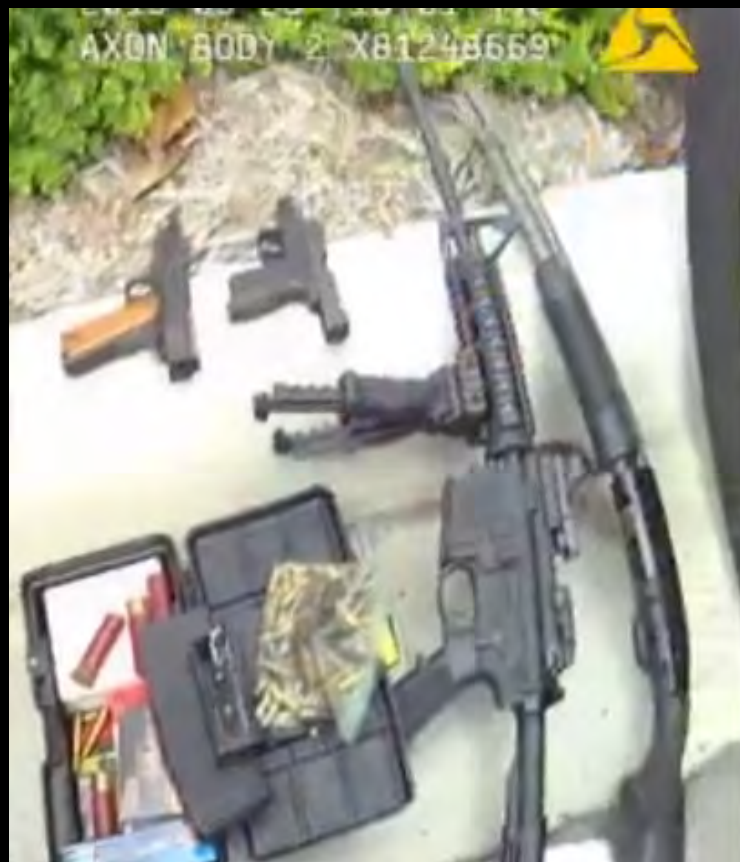












Pathway to Violence

PATHWAY TO VIOLENCE	
IT IS GENERALLY BELIEVED THAT PERSONS INTENDING TO ENGAGE IN TARGETED VIOLENT ACTS MOVE ALONG AN IDENTIFIABLE PATHWAY ON THEIR JOURNEY TO ATTACK. THE PROGRESSION MAY BE RAPID OR SLOW, AND WILL NOT FOLLOW THE SAME COURSE FROM PERSON TO PERSON. PLEASE INDICATE DOCUMENTATION FOR EACH STEP THE PERSON HAS POTENTIALLY SHOWN DURING THE COURSE OF YOUR INVESTIGATION.	
GRIEVANCE <input checked="" type="checkbox"/>	<p>██████ has developed a grievance with his co-workers and supervisor due to feeling like he has been treated unfairly, recent conduct issues, feeling like his boss is following him around at work, and being made fun of by his boss in front of others.</p> <p>██████ feels his co-workers are "██████" and he does not have any friends at work.</p>
IDEATION <input checked="" type="checkbox"/>	<p>██████ has thought about attacking his co-workers and supervisor with an axe (like in American Psycho). After a recent incident where his boss made fun of him in front of others, ██████ stated he sat in his vehicle and thought about how to make them pay.</p> <p>██████ has also stated to a close friend ██████ that he has thought about attacking his co-workers in a manner that would force someone to shoot and kill him.</p>
RESEARCH & PLANNING <input checked="" type="checkbox"/>	<p>During ideation, ██████ has thought of several ways in which to inflict harm on his co-workers and supervisor. This suggests the beginning stages of planning.</p>
PREPARATION <input checked="" type="checkbox"/>	<p>██████ was found to have several weapons (some loaded) and ammunition in his unlocked vehicle on campus where he worked. Having access to these weapons and in an easily accessible way at a potential target place suggests some potential preparation being in place for an attack.</p>



Case Study Follow up

- POC was Baker Acted and trespassed from UCF properties
- TMT contacted the POC's father, mother, friends and others to get resources
- TMT met with the POC multiple times to encourage positive behaviors
- The POC attended outpatient treatment for his stressors and self-medication with alcohol
- November 21, 2019, The POC resigned from UCF after getting a different job
- POC continued receiving counseling and joined Alcoholics Anonymous
- Prior to the RPO expiring, it was determined the POC no longer met criteria



Services Used by Case Study

- UCFPD
- Florida Department of Law Enforcement
- FBI (Joint Terrorism Task Force)
- Orange County Sheriff Department
- University Behavioral Center
- UCF Human Resources
- Outpatient Counseling (Amistad)
- Alcoholic Anonymous Group



Reporting Process

Is it an emergency or imminent situation?

- Request emergency response (Local Law Enforcement)
- Notify others who need to know

No emergency or imminent situation, but concerning behaviors/ actions?

- Create a formal reporting system within the Business
- Notify others who need to know



Resources

- Sherriff's Office
- Local Police Department
- Community Outreach Centers
- Clerk of Courts
- Alcoholics Anonymous
- EAP / Counseling Services
- NAMI
- ATAP
- SIGMA



Questions?

Comments/Questions?

Commander Amelia Bray
amelia.bray@ucf.edu

Cpl. Detective Luis Rivera
luis.rivera@ucf.edu

Detective Devin Narine
devin.narine@ucf.edu

Analyst / Case Manager
Allison Sienkiewicz
allison.sienkiewicz@ucf.edu



Main TMT Email
UCFPDTMT@ucf.edu



FLORIDA CHAMBER SAFETY COUNCIL

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Active Threats & Critical Incidents





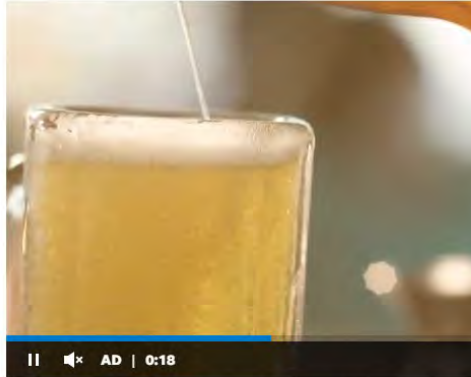
“Active Threat”

An active assailant is an individual or individuals actively engaged in killing or attempting to harm people in a confined and populated area, typically through the use of firearms.

List of vehicle attacks on crowds shows disturbing, deadly trend

Alan Gomez USA TODAY

Published 7:49 p.m. ET Oct. 31, 2017 | Updated 10:14 p.m. ET Oct. 31, 2017



According to New York City Mayor Bill de Blasio, at least 8 people have died and several more injured in the attack.

Several injured after car, kn University — suspect ident

Natasha Bertrand Nov 28, 2016, 10:12 AM

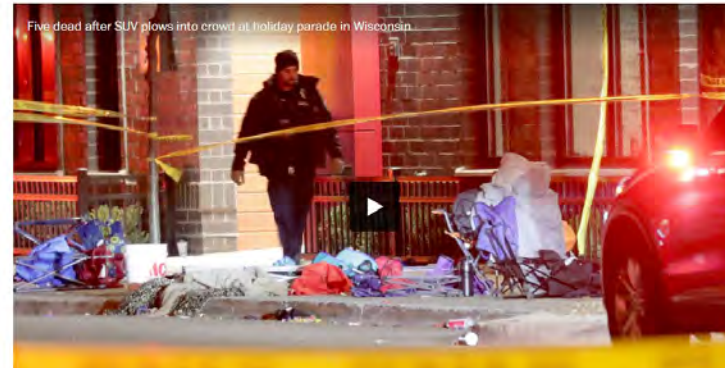
At least nine people suffered injuries Monday, officials said, after an attacker drove into a group of pedestrians with a vehicle on Ohio State University's campus before using a weapon to cut several people.

One of those injured is listed as in critical condition, while others suffered non-life-threatening injuries.



Law-enforcement officers working in response to an attack on the campus of Ohio State University. AP

5 dead, more than 40 injured after SUV plows into Christmas parade in Wisconsin



Five dead after SUV plows into crowd at holiday parade in Wisconsin

The Waukesha Police Department said five people were killed and more than 40 injured in the attack.

1 dead, 19 injured as car hits crowd after a 'Unite the Right' rally in Charlottesville; driver in custody

Doug Stanglin USA TODAY

7 | Updated 12:13 a.m. ET Aug. 13, 2017



Trump delays running mate pick
Speculations continue on End Game Project
David Jackson



TRUCK PLOWS INTO CROWD, KILLING SCORES IN FRANCE
BASTILLE DAY CELEBRATION TURNS TO NIGHTMARE
David Jackson



84 SLAIN

Terror truck plows into French crowd
Guns and grenades found inside PAGES 4-6



What is our mission?

Prevention and deterrence...

...with a practiced plan of response
when it happens.



Pulse nightclub shooter intended to attack Disney World, prosecutors say

Prosecutors revealed on Wednesday that Omar Mateen intended to attack Disney World but decided against it after being spooked by nearby police officers.



Fireworks go off around Cinderella's castle Walt Disney World in 2012. Scott Audette / Reuters file





Police Department

PROFESSIONAL. PROGRESSIVE. INNOVATIVE.



Other Critical Incidents

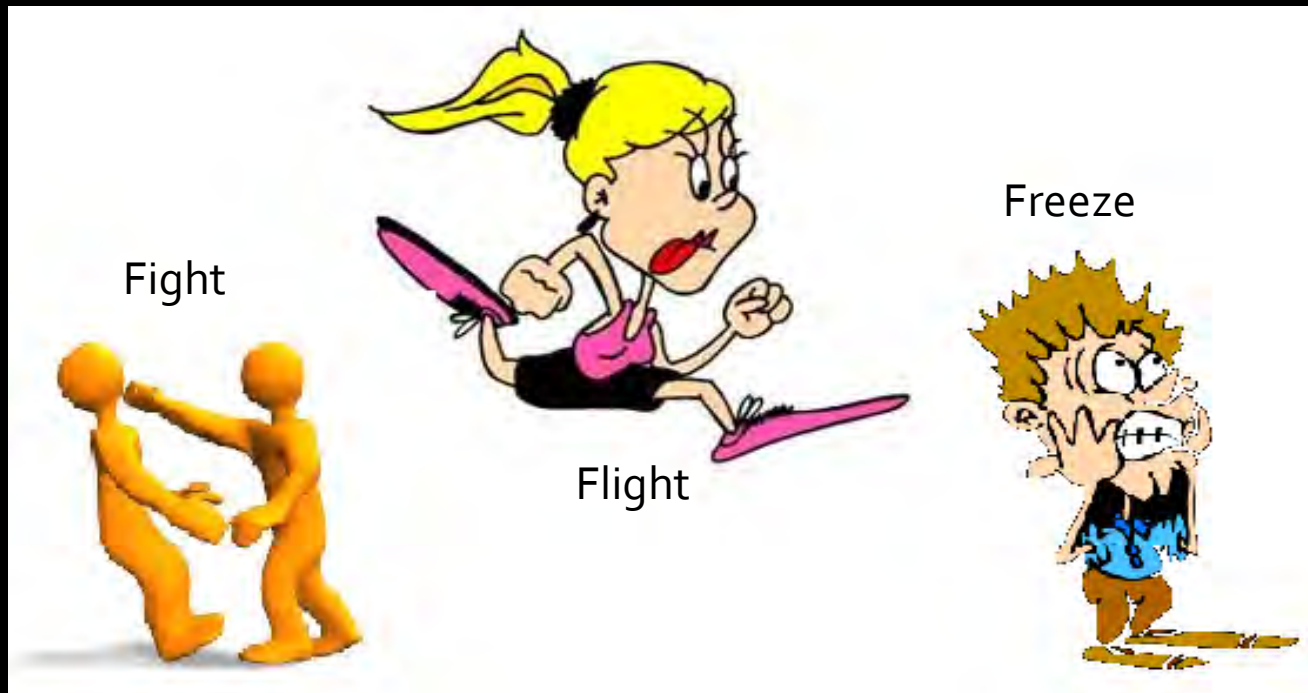
- ❖ Workplace Violence
- ❖ Child Abductions
- ❖ Domestic Disputes
- ❖ Medical Emergencies
- ❖ Robbery / Theft
- ❖ Weather Hazards



Physical Infrastructure



Behavioral Response



CRISIS DECISION-MAKING

- Very different from methodical decision-making
- Requires forethought and exposure training



- There are relatively low cost solutions to improve skill
- Training for crisis decision-making must be simple and instinctual

Awareness, Mindset, Preparedness



RUN, HIDE, FIGHT

RUN

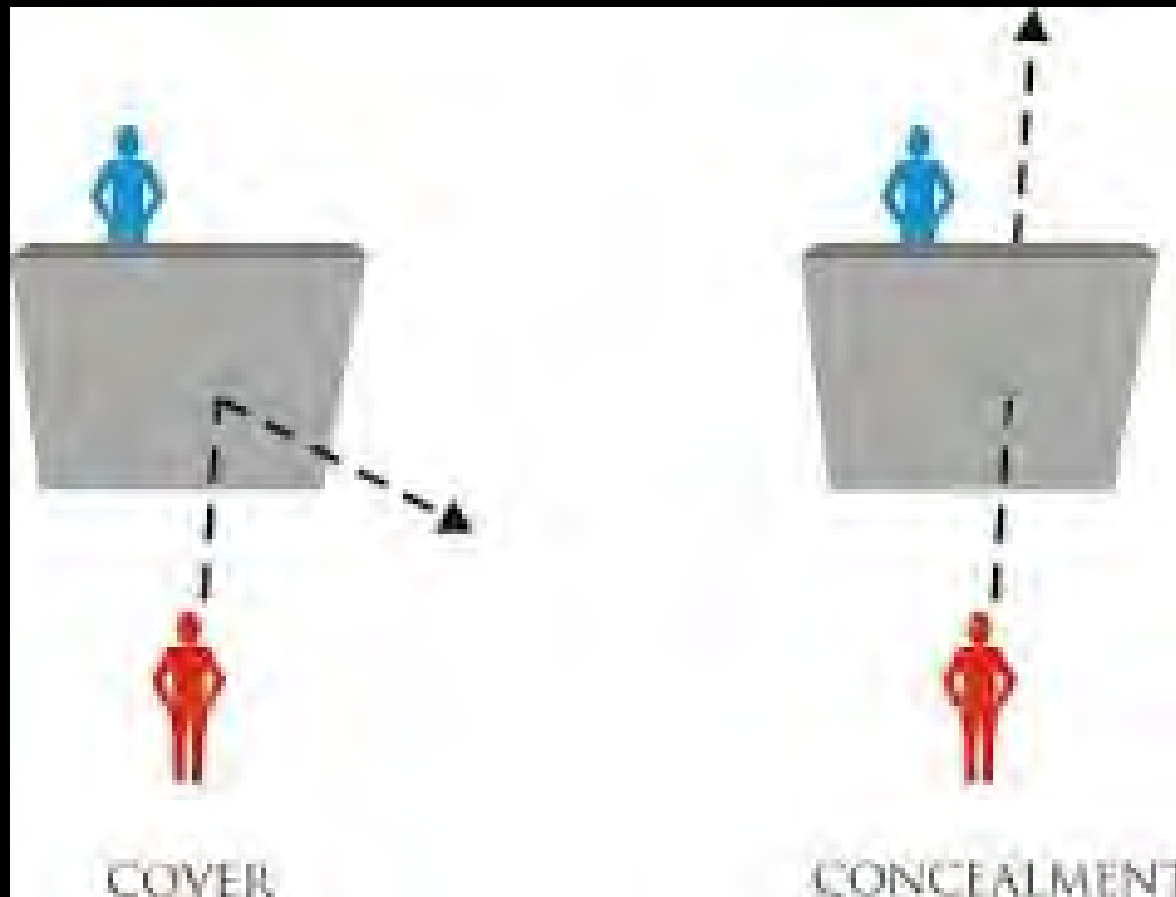
When an active shooter is in your vicinity:

- If there is an escape path, attempt to evacuate.
- Evacuate whether others agree to or not.
- Leave your belongings behind.
- Help others escape if possible.
- Prevent others from entering the area.
- Call 911 when you are safe.

HIDE

If evacuation is not possible, find a place to hide.

- **Lock and/or blockade the door.**
- **Silence your cell phone.**
- **Hide behind large objects.**
- **Remain very quiet.**







FIGHT

As a last resort, and only if your life is in danger:

- **Attempt to incapacitate the shooter.**
- **Act with physical aggression.**
- **Improvise weapons.**
- **Commit to your actions.**

Specific Recommendations

- Integrate safety training into operational meetings
 - Give voice to staff concerns & observations
 - Provide tips / reminders
 - Emergency Action Plans
- Conduct table top exercises, then scaled realistic exercises
 - **CAUTION** – Utilize a professional



Specific Recommendations

- Invest in medical supplies and advanced injury training
 - Bleeding control kits
- Florida Attorney Generals Office Training
 - Crime Prevention Practitioner
 - Crime Prevention Through Environmental Design



Benefits

MY
RESEARCH
TELLS ME,
"YES."



The logo is a shield-shaped emblem. At the top, the word "UNIVERSITY" is written in a bold, sans-serif font. Below it is a circular seal containing a stylized sun or flame motif. The words "UNIVERSITY OF CENTRAL FLORIDA" are written around the inner circle, and the year "1963" is at the bottom of the seal. Below the seal, the word "POLICE" is written in a bold, sans-serif font.

Questions?

Thank you!



Closing Remarks



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Executive Director

Florida Chamber Safety Council

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