



1




# Active Threat Awareness

Hector Alvarez, MSPsy, CTM  
Alvarez Associates LLC, Workplace Threat Management




2




## Presentation Overview

- Review the dynamics of workplace violence
- Discuss tools and strategies for recognizing active threats
- Identify barriers and opportunities for improvement

3




3



## What is Workplace Violence?

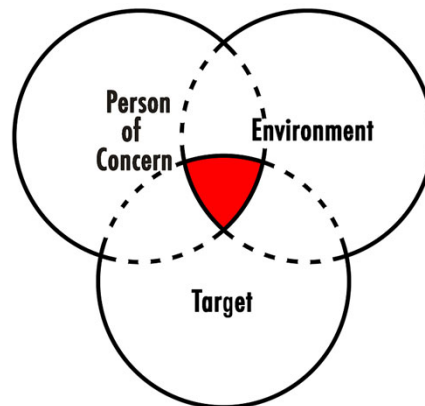
“Workplace violence is any act or **threat** of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs in a “work setting.””

4



4

## Spheres of Influence



5

5

## Topography of Violence



**Type 1 – Criminal Activity**  
Includes violent acts by criminals who have no other connection with the workplace but enter to commit robbery or another crime.



**Type 2 – Customers/Clients**  
Includes violence directed at employees by customers, clients, patients, inmates, or any others for whom services are provided.



**Type 3 – Coworkers**  
Consists of acts committed by a present or former employee.



**Type 4 – Personal Relationships**  
Includes violence committed in the workplace by someone who doesn't work there but has a personal relationship with an employee — for example, an abusive spouse or domestic partner.

6

6

2022 EMERGENCY SERVICES FORUM RIVERSIDE

## Reality Check

"I've never seen a case of workplace violence in 34 years of working in this area that there weren't multiple signs before the attack."

Dr. Park Dietz


7

California Hospital Association

7

2022 EMERGENCY SERVICES FORUM RIVERSIDE

## Frustration



8

California Hospital Association

8

2022 EMERGENCY SERVICES FORUM RIVERSIDE

## Aggression

**Affective**



**vs.**

**Predatory**



9

California Hospital Association

9

2022 EMERGENCY SERVICES FORUM RIVERSIDE

## Threat Defined

Recognizing the difference between a person who **MAKES** a threat vs. a person who **POSES** a threat.

10

California Hospital Association

10

## Violence Assessment Tools

Triage Tool: To assess a patient's potential danger from others or to him/herself, which may spill over to become an issue in the healthcare setting.

Indicator for Violent Behavior: A quick list of five observable behaviors that indicate danger to others – **STAMP**

**S**taring and eye contact  
**T**one and volume of voice  
**A**nxiety  
**M**umbling  
**P**acing

Danger Assessment Tool: To assess the risk to nurses and other healthcare personnel of an individual who is exhibiting signs of potentially dangerous behavior.

Source: CDC



11

11



12

2022 **EMERGENCY SERVICES FORUM** RIVERSIDE

Thank You!

Hector R. Alvarez  
halvarez@wvpexperts.com  
916-293-8852

13

 California Hospital Association