



CENTER FOR INTELLIGENCE AND CRIME ANALYSIS

Threat Assessment and Management Foundations *Violence Prevention Strategies for Healthcare*

In Person Workshop

March 18-21, 2024

SHSU the Woodlands Campus Center

3380 College Park Drive
The Woodlands, TX 77384

Early Registration Deadline

Ends February 16, 2024 at the discounted rate of \$1050 per person / Full course fee: \$1250 per person

Registration Closes

March 8, 2024

To Register

Scan the QR Code
For additional information contact the CICA Staff at cica@shsu.edu



Work Place Violence Prevention Mandate

The disturbing escalation in frequency and severity of attacks upon the healthcare community is the genesis for new guidance, rules, regulations, and laws enacted to protect our caregivers.

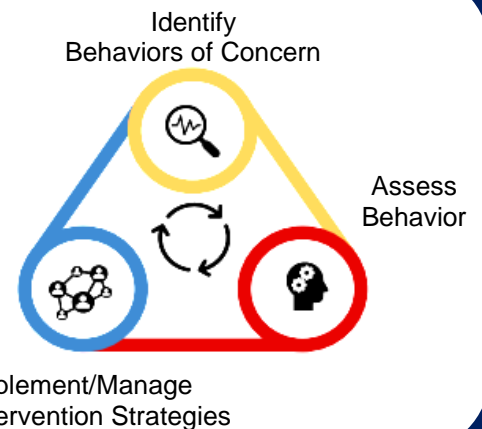
Healthcare organizations have been given specific direction on what needs to be accomplished, but very little direction or training on the construction, administration, and sustainability of a violence prevention initiative which fits your organizational culture and budget.

Scalable Strategies

During this four-day workshop, participants will explore case studies, violence prevention models, and research-based response structures designed to enhance your organization's violence prevention capabilities. Networking lunch each day (lunch provided).

The strategies presented are scalable, cost effective, and designed to help your organization meet the new safety compliance standards of CMS, The Joint Commission, and OSHA. More importantly, you will discover how to advance your organization's response and effectiveness to targeted violence.

Threat Management Process



Source: Department of Homeland Security (2023)





Instructor

Vicki L. King
Chief of Police, Ret.

Law Enforcement

- Chief of Police, La Marque, Texas
- 38 Yrs. in Law Enforcement
- 27 Yrs. with Houston Police Department
- 9 Yrs. as Assistant Chief with Houston Police Department
- 9 Yrs. as Assistant Chief with The University of Texas Police at Houston

Threat Management

- 9 Yrs. MD Anderson / UT Health Investigations Commander
- 15 Yrs. Police Security Coordinator: Congregation Beth Yeshurun
- 2 Yrs. Emissary 8 to Members of the Saudi Royal Family
- Current Collaborator with Sam Houston State University on Threat Management

Education

- Masters of Science (MS), Criminal Justice University of Houston—Downtown
- Bachelors of Science (BS), Criminal Justice University of Houston—Downtown

Threat Assessment and Management Foundations

Violence Prevention Strategies for Healthcare

Course Content and Schedule

Day One – Building Your Capabilities

- **Defining workplace violence and its typologies**
 - ~ Regulatory and Accreditation Implications: Joint Commission, CMS, OSHA
 - ~ Operational Imperative to shift from reactive to proactive mitigation strategies
- **Overview: Department of Homeland Security Community-Based Training on Targeted Violence**
 - ~ Threat assessment components: behaviors of concern; stressors; triggers; warning behaviors
 - ~ Differential characteristics and responses to: affective vs targeted violence
- **Department of Homeland Security: Implementing an effective threat assessment and management team**
 - ~ Policy development
 - ~ Behavioral intervention team
- **Conducting a gap analysis and needs assessment**
 - ~ Leadership and organizational structure
 - ~ Reporting and investigative processes
 - ~ Training and staff development
 - ~ Program evaluation and process improvement
- **Building threat assessment and management team**
 - ~ Team structure: a multi-disciplinary approach
 - ~ Model program and processes
 - ~ Training and feedback processes
- **Case Study: The Assassination of Dr. Mark Hausknecht**

Day Two – Threat Management Principles

- **Origins and Evolution of Threat Management**
 - ~ Behavior patterns linked to targeted violence
 - ~ History, research and findings
- **Evidence-based Approach to Threat Management**
 - ~ FBI Violence Formula
 - ~ Static versus dynamic risk factors
- **Case triage considerations**
 - ~ Information and intelligence gathering
 - ~ Behavioral Intervention Team engagement
 - ~ Stakeholder engagement
- **Pathway to violence**
 - ~ Grievance
 - ~ Violent ideation
 - ~ Research and planning
 - ~ Probing/breach
 - ~ Attack
- **Stressors, Triggers, and Warning Behaviors**
 - ~ Identification and mitigation
 - ~ Management, evaluation, and recalibration
- **Pre-Attack Behaviors and Leakage**
 - ~ Constant state of flux
- **Case Studies: Howard Unruh's Walk of Death and the UT Tower Shooting**

Day Three – Identifying Predatory Behavior

- **Assessing Communications**
 - ~ Threat variables in language
 - ~ Anger, contempt, and disgust (ANCODI)
- **Hunters vs Howlers**
 - ~ Personal vs impersonal association
 - ~ Last straw syndrome
- **Warning Behaviors Explored**
 - ~ Fixation, identification, novel aggression, energy burst
 - ~ Leakage and last resort behavior
- **Social Media Threats**
 - ~ Assessment of communication
 - ~ Identification of offender
 - ~ Assessment of static and dynamic risk factors
 - ~ Threat mitigation strategies
- **Assessing Persons with Psychosis**
 - ~ Risk factors to consider
 - ~ Mitigation strategies
- **Assessing Anonymous Communications**
 - ~ Types of anonymous threats
 - ~ "Threatwave" triage
- **Bias: The Enemy of the Threat assessor**
 - ~ Types of cognitive bias
 - ~ Combatting bias
- **Case Studies: Tom, Dick, and Harry**

Day Four – Threat Management Strategies

- **Six Principles of Threat Assessment**
 - ~ US Office of Justice Programs
- **Principles of Threat Mitigation**
 - ~ Calhoun and Weston (2016)
 - ~ White and Meloy (2021)
 - ~ Fein et al (2002)
- **Threat Management Rules of Conduct**
 - ~ Assessments have short shelf lives
 - ~ Dynamic interplay of the subject, target, and investigator
 - ~ Each case has unique factors which influence the intervention strategy
- **Threat Management Approaches**
 - ~ Non-Confrontational
 - ~ Confrontational
- **Typological Application of violence prevention**
 - ~ Type 1: Criminal Intent
 - ~ Type 2: Customer / Client
 - ~ Type 3: Worker-on-Worker
 - ~ Type 4: Personal Relationship
- **Mitigation Case Studies**
 - ~ Patient initiated threat
 - ~ Family member initiated threat
 - ~ Visitor initiated threat
 - ~ Employee initiated threat