

Workplace Violence Mitigation Strategies

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AGENDA

- 1 What Are We Seeing
- 2 Common Shooter Elements
- 3 The Plan
- 4 Behavior
- 5 RSIF
- 6 Layers of Security
- 7 Talk back



What are we seeing these days?

Senior leadership – do we act or wait and see?

Quick on-line training

The grievance list – multiple emails and attachments (27 and 29 pages)

Social media influence – All!!!

Men and women making issues

Increase in issues after major attacks

What action should we take?

Up our security stance – outside help?

Comprehensive background check

Surveillance



Common Elements of many Shooters

Current or previous relationship with the company

Most shooters were in active despair

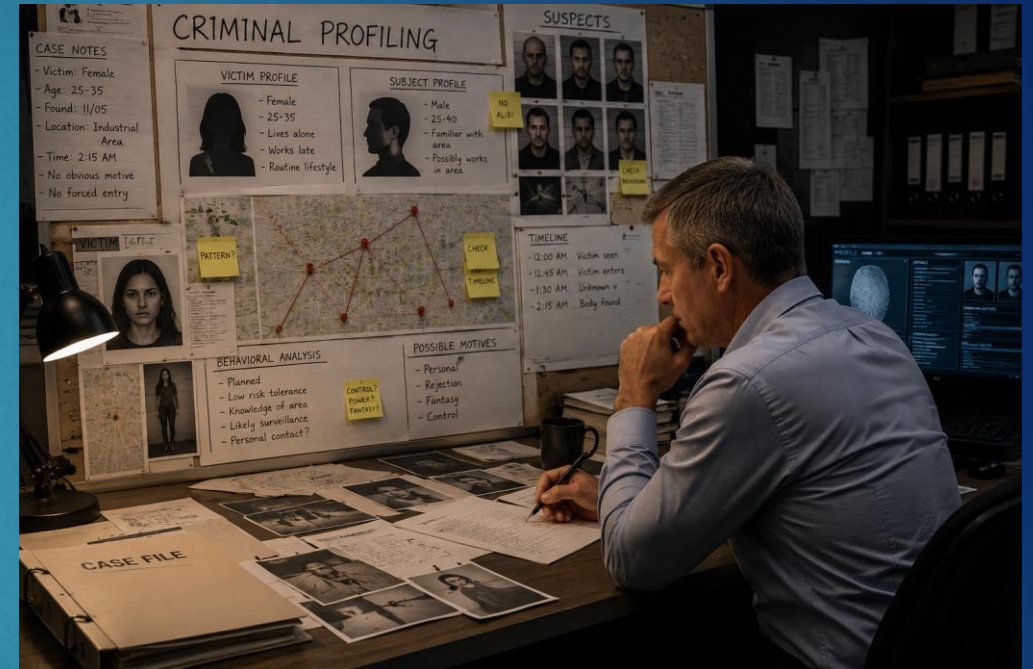
Multiple weapons

Multitude of reasons

51% committed suicide

Most **had NOT been** diagnosed with mental illness
– Mentally Unhealthy Yes

Case evidence shows that virtually every attack was planned, thought out over a period days, weeks or months – **“murder is a process not an event”**



Good Plan Should Include

Security Vulnerability Assessment – full risk approach

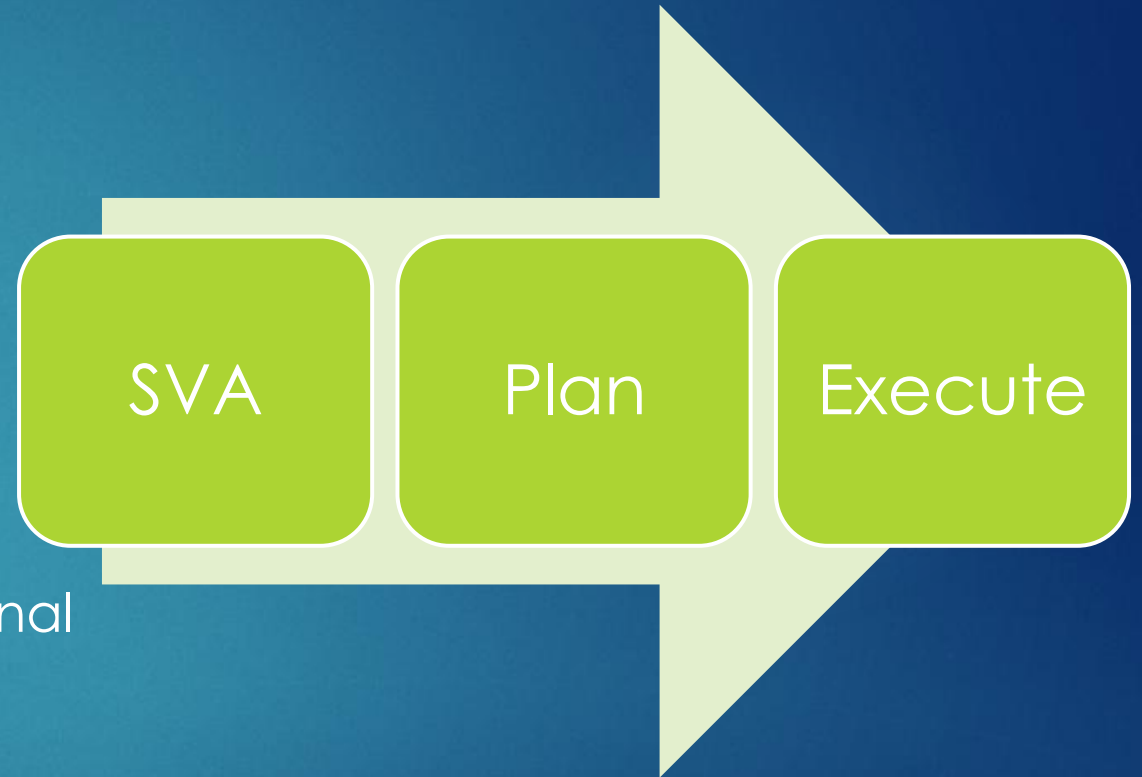
Training: 1) employees, 2) supervisors/managers and 3) senior leadership 4) Crisis Team

Reporting program with action accountability

Compliance, communication, feedback

Understand types of workplace violence – criminal intent, worker customer violence with tailored planning for your company and culture

Employee and management resources



PATHWAY TO VIOLENCE

- 1) Grievance
- 2) Isolation
- 3) Research & Planning
- 4) Preparation
- 5) Breach (dry run)
- 6) Attack



Pre-Attack Behavior

Personal Loss – define these

Lack of interest in non-violent solutions 85%

Pervasive, persistent fantasies of victimization

Revenge – bully behavior (93% made threats)

Coping/isolation issues

Dramatic behaviors (fixation 41%)

BEHAVIOR IS CRITICAL

Inappropriate behavior towards women

Change in behavior/appearance

Leakage

Escalating anger/violence



RSIF: Know what you are looking at

- ▶ The best predictor of violent or dangerous behavior is past violent behavior.
- ▶ How Recent?
- ▶ How Severe?
- ▶ How Frequent?
- ▶ Have physical threats been verbalized?
- ▶ Is pattern escalating or de-escalating?
- ▶ Assess type of violence – physical or mental?
- ▶ Assess ability to carry out threat?

- ▶ Note: Based on notes from Dr. Joe Davis, San Diego, CA



Layers of Security



Can we use AI to enhance
Mitigation in possible
Violence
Issues?



CASE STUDY: Southeastern Company

Going to release a Manager – why?

No threats have been made

Big IT concerns – multiple locations

Details matter – blue and discovery of target list

Action Plan

Corp IT interface – need time

Protection – facility and homes

Surveillance

Conversations/Resolution



Talkback

Questions/Comments/Thoughts

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