

HOMELAND SECURITY PROVIDES THE FOLLOWING INFORMATION ON HOW TO RECOGNIZE A POTENTIALLY DANGEROUS INDIVIDUAL IN THE WORKPLACE.

An active shooter in your workplace may be a current or former employee, or an acquaintance of a current or former employee, a patient or former patient and/or their family or friends, students or medical trainees. Intuitive managers and coworkers may notice characteristics of potentially violent behavior in an employee. Alert Human Resources (and/or Security) if you believe an employee or coworker exhibits potentially violent behavior.

Individuals do not typically just "snap," but display indicators of potentially violent behavior over time. If these behaviors are recognized, they can often be managed and treated. Potentially violent behaviors by an individual may include one or more of the following:

- Increased use of alcohol and/or illegal drugs
- Unexplained increase in absenteeism; vague physical complaints
- Depression/Withdrawal
- Resistance and overreaction to changes in policy and procedure
- Repeated violations of company policies
- Increased severe mood swings
- Noticeably unstable, emotional responses
- Explosive outbursts of anger or rage without provocation
- Suicidal; comments about "putting things in order"
- Behavior which is suspect of paranoia ("Everybody is against me.")
- Increasingly talks of problems at home
- Escalation of domestic problems into the workplace; talk of severe financial problems
- Talk of previous incidents of violence
- Empathy with individuals committing violence
- Increase in unsolicited comments about firearms, other dangerous weapons and violent crimes