Courthouse Security Keys to Protection

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1

So True…

Nothing becomes real, until it is experienced. It won't happen here syndrome

Change, we wait… until something has gone wrong

2

Direct threat to harm someone

Indirect threat made through a third party (most common)

Behavior that indicates preparation for a violent action

Conflicts, confrontations, disputes that cause a safety concern

So What Are Threats?

3

Three Basic Steps

- **Step One-** A threat analysis
- **Step Two-** Conduct a site survey
- **Step Three-** Involved and effective Safety Committee

4

Are You A Soft Target?

- Limited law enforcement services
- Limited budgets
- No plans
- No drills or exercises
- No reporting
- Courthouses are open to public access
- No security measures or equipment
- No awareness
- Lacking key control

5

In A Perfect World

- Endless engineering control budget, all the bells and whistles
- Alarm systems
- Video monitoring
- Daily screening stations
- Emergency Preparedness Plans and everyone knows them
- Bullet-resistant glass with deep service counters
- Training and everyone participates

6

Being Prepared…What You Need To Know

- Emergency Preparedness Plans
- Participate in Training Exercises
- Preventative Measures
- Responsibilities
- Recognize Warning Signs of Workplace Violence

7

Emergency Preparedness Plans

Preparing an Emergency Preparedness Plan helps **EVERYONE** to know and understand proper procedures for dealing with a particular emergency and it's aftermath

- How to report emergencies
- Evacuation
- Your responsibilities
- What steps to take when an emergency occurs

8

Importance of Training

The Benefits:
- Powerfully educating employees about the emergency preparedness plan and what would be expected from you for a response
- Reinforcing practices that may save lives

- Sheltering in place
- Assembly Points
- Accountability
- Lockdown/lockout
- Activating emergency response system
- What action prompts the above response

9

We Can Plan, We Cannot Predict

Anyone could be faced with a confrontation at anytime

You need to know how to respond…what to do

10

Here's What Most Plan For

11

So What Are We Missing?

- Bomb Threats
- Medical Emergencies
- Chemical Hazards
- Extreme Temperatures
- Infectious Diseases
- Contingency Plans

- Escapes
- Workplace Violence
- Active Shooters
- Suspicious Activity/Persons
- Cyber Breaches

12

So Why Prepare?

- Most events require swift action to prevent the situation from getting worse
- Education… staff on immediate risk that could pose a risk to health, property or environment
- Empowers staff to help others, themselves and keep the county safe
- Can reduces liability and workers' compensation claims
- Communication…one of the biggest compoents to being prepared

13

Workplace Violence Categories

- Criminal Intent
- Customer/Client
- Employees (Past/Present)
- Relationships
- Ideal Target

14

What Is Threatening Behavior?

- Verbal abuse
- Indirect threats
- Direct threats
- Nonverbal threats
- Extreme threats
- Violent actions

15

Warning Signs…Trouble May Be Coming

- Weapon fascination
- Alcohol / drug abuse
- Severe stress
- Anguish over employment decisions
- History of violence

- Psychological deterioration
- Decreased / inconsistent job performance
- Social isolation
- Hygiene deterioration
- Personality changes

16

They're Here…First Amendment Auditors

A loosely knit American social movement, categorized by their own as auditors, activists or civilian journalists

- They test your knowledge to their constitutional rights
- Their belief, it promotes transparency and open government
- Educate on filming in public places

17

First Amendment Audits

Auditors tend to film or photograph:
➢ Buildings
➢ Staff
➢ Security equipment
➢ Access points
➢ Sensitive areas

Other audit scenarios:
➢ Auditors denied to speak during public comment periods at governing body meetings
➢ Asking for a form or making an open records act request

18

Safety Concerns

- Won't self-identify or explain their activity
- There have been reports of becoming verbally abusive toward staff
- Puts staff on edge
- Brings to light personnel, our citizens safety and building security

19

Keep In Mind

- Courthouses are public and many areas inside and out are open to the public
- If someone is in a public place they don't need consent to film, don't have to provide their name or state their purpose
- Don't get goaded into a confrontation

- If you have areas where public is not authorized post it and secure it
- If you are a county official or employee and in public view your consent for being filmed is not required
- There are areas such as courtrooms where filming could be disruptive, so areas should be posted no recording permitted
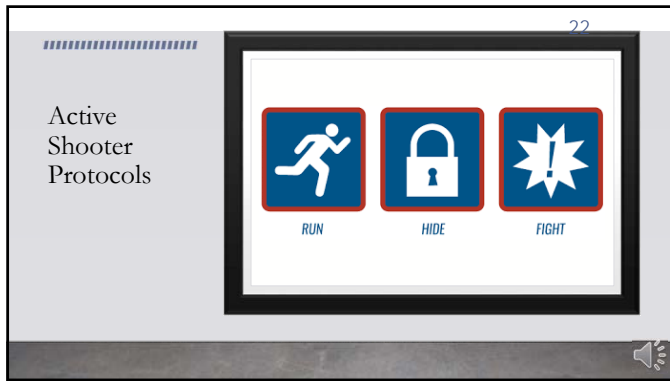
20

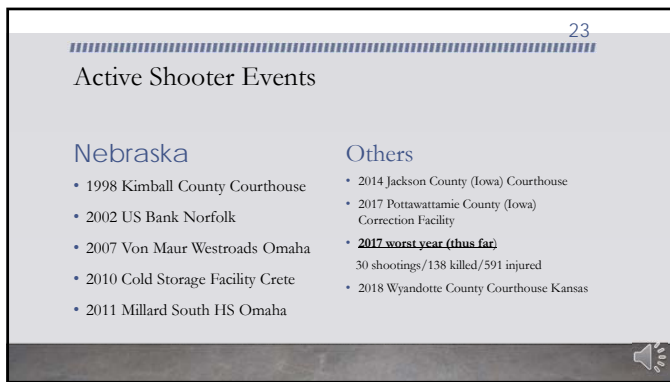## How To Handle First Amendment Auditors

- Be professional
- Be polite / courteous
- Don't subject yourself to abusive behavior…walk away
- Don't automatically lock your offices
- Most times if they don't get challenged they leave.

- The act of filming is not considered enough disruption as long as it done in a public place where public is legally allowed
- Courts have reviewed this issue and held a person filming in a public place, a place they have a right to be, does not constitute a reasonable suspicion to detain, justify identification or probable cause for arrest
- Your actions will likely be posted on social media
- Don't wait to secure or restrict an area especially when audit is occurring
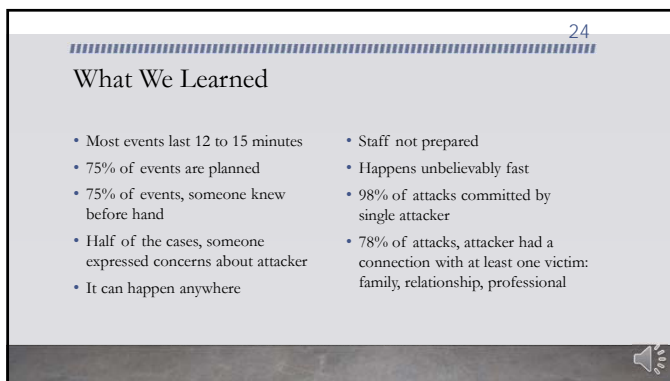
21

Active
Shooter
Protocols

RUN   HIDE   FIGHT

22

Active Shooter Events

Nebraska

- 1998 Kimball County Courthouse
- 2002 US Bank Norfolk
- 2007 Von Maur Westroads Omaha
- 2010 Cold Storage Facility Crete
- 2011 Millard South HS Omaha

Others

- 2014 Jackson County (Iowa) Courthouse
- 2017 Pottawattamie County (Iowa) Correction Facility
- **2017 worst year (thus far)**
  30 shootings/138 killed/591 injured
- 2018 Wyandotte County Courthouse Kansas

23

What We Learned

- Most events last 12 to 15 minutes
- 75% of events are planned
- 75% of events, someone knew before hand
- Half of the cases, someone expressed concerns about attacker
- It can happen anywhere

- Staff not prepared
- Happens unbelievably fast
- 98% of attacks committed by single attacker
- 78% of attacks, attacker had a connection with at least one victim: family, relationship, professional

24

Emergency Equipment Training

- Fire Extinguishers
- Stop the Bleed-tourniquets
- First Aid Kits
- Automated External Defibrillator
- Bloodborne Pathogens (Personal Protective Equipment)
- Panic Alarms

25

After Hours Activity

- Does anyone know after-hour activity?
- Does anyone know you're in the building?
- Can access to floors, offices, areas be secured?
- Do you have a policy?
- Who is responsible for clean up?

26

Suspicious Packages and Mail

- DO NOT open or shake
- DO NOT move
- DO NOT sniff, touch or taste
- DO NOT step over

- DO alert others
- DO report to law enforcement
- DO move away and stay clear, leave the area…distance and separation

27

Slide 28

What to Look For

- Foreign mail
- Air mail
- Unexpected deliveries
- Excessive postage
- Incorrect titles
- Handwritten or poorly typed
- Misspelling of common words

- Oily stains
- Discoloration on package
- Strange order
- Excessive weight
- Rigid, lopsided or uneven envelopes
- Excessive taping
- No return address

28

Slide 29

Evacuation / Shelter-In-Place

Evacuation
- Know where to assembly
- Assembly point needs to be safe from harm and safe distance from event
- Assembly points should not hamper first responders
- Secondary assembly site

Shelter-In-Place
- Safer than leaving
- Stay in location until instructed to move
- Move away from doors and windows

29

Slide 30

Where to Begin

- Identify
- Assess
- Manage
- Prevent

30

So How Important Is Training?

- 12/1/1997
- Heath High School, West Paducah, KY
- Student steals a gun from a neighbor, prior to stealing the gun he has never shot a real handgun in his life

- Fires eight shots-gets eight hits on eight different kids
- Five were head shots, the other three were hits to the upper torso
- The shooter practiced killing literally 1,000 of people using a point and shoot video game he played for 100 of hours

31

Safety Begins With You

- Plan and prepare
- Develop a plan
- Train…everyone participate
- Annually review plans

- Keep escape routes clear
- Be aware of your environment
- Don't get complacent
- Don't panic

32

Thank-You

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33