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# NJOHSP

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## An Expanded Workplace Violence Typology: Improving Threat Detection, Mitigation, and Response Capabilities

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Current incidents of violent extremism in the US and abroad demonstrate the need for an expansion of the US Occupational Safety and Health Administration's (OSHA) workplace violence typology (see **Figure 1**), to include ideologically motivated violence.

According to [OSHA](#), workplace violence is any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at the workplace. For more than two decades this has been the standard model for types of workplace violence. However, several notable incidents of ideologically motivated violence originating at, or impacting the workplace, occurred in 2015—indicating the need to expand OSHA's four-type model.

Generally, ideologically motivated violence is any unlawful act of force or violence committed to coerce a government or civilians in support of political or social objectives. This definition does not discern between radicalized and non-radicalized persons, nor does it exclude persons with mental health disorders.

As seen in **Figure 2**, the attacks at the Curtis Culwell Center in Garland, TX, Charlie Hebdo headquarters in Paris, France, the Planned Parenthood clinic in Colorado Springs, CO, and the Inland Regional Center in San Bernardino, CA, represent an intersection between workplace violence and terrorism that has yet to be addressed by OSHA. According to the University of Maryland's National Consortium for the Study of Terrorism and Responses to Terrorism (START), extremist attacks in the United States between 1970 and 2012 most frequently occurred at places of business—further indicating the potential for terrorism as a source of violence in the workplace.

*Figure 1*

Workplace Violence Types	
<b>Type I</b>	Violence occurring during the commission of another crime, such as robbery or trespassing, by a subject with no legitimate business relationship with the targeted organization or employee.
<b>Type II</b>	Violence perpetrated by a client, customer, or patient of an organization or employee during the routine delivery of services.
<b>Type III</b>	Coworker to coworker/supervisor violence perpetrated by a current or former employee.
<b>Type IV</b>	Intimate partner or domestic violence that follows an employee from home to the workplace.

A proposed fifth type of workplace violence, Type V, would include ideologically motivated violence directed at or affecting an organization, its employees, and/or properties. In each of the attacks mentioned above, employees were attacked by extremists at their place of work. The expanded typology, inclusive of Type V workplace violence, acknowledges that workplace violence and terrorism are not mutually exclusive.

Figure 2

Based upon OSHA's classic four-type model, workplace violence prevention programs focus on the warning signs of Type I through IV, and their specific risk indicators. However, research into the pre-incident behaviors of mass shooters and homegrown violent extremists (HVEs) suggests that there are unique behavioral indicators of this type of violence that are not consistent with the conventional warning signs of workplace violence. These unique indicators include the eight signs of terrorism, and the behavioral patterns linked to radicalization.

The warning behaviors associated with violent extremism are acute and dynamic, presenting patterns of behavior rather than individual risk factors. These kinds

of behavioral indicators and patterns can be included under the proposed Type V, and adopted into OSHA's workplace violence training platforms for federal, state, and local partners.

NJOHSP currently offers trainings on target hardening techniques and technologies, including the widely available [active shooter training](#). Through these established programs, an expansion of OSHA's workplace violence typology would enable NJOHSP to further develop a training platform to aid in identifying not just the classic warning signs of workplace violence, but also those associated with the proposed Type V. Doing so would help employers improve their chances for early recognition and intervention of ideologically motivated acts of violence in the workplace.

## 8 Signs of Terrorism

- 1) **Surveillance** – Use of cameras (still or video), drawing diagrams or annotating on maps, using vision-enhancing devices, and being in possession of floor plans or blueprints.
- 2) **Elicitation/Seeking Information** – Attempting to gain information about a place, person or operation.
- 3) **Testing of Security** – Conducted by driving past or even penetrating the target, moving into sensitive areas, and observing security or law enforcement response.
- 4) **Acquiring Supplies** – Purchasing or stealing explosives, weapons or ammunition; the unusual purchasing or storing of fertilizer or harmful chemicals.
- 5) **Suspicious People** – Someone in a workplace, building, neighborhood, or business establishment who does not fit in because of their demeanor, unusual questions, or statements they make.
- 6) **Dry Run/Trial Run** – a practice session will be run to work out the flaws and unanticipated problems.
- 7) **Deploying Assets** – Look for people deploying assets or getting into position.
- 8) **Terrorism Funding** – Methods to raise, launder, and transport funds, including charities, credit card fraud, narcotics, human smuggling, counterfeit foods, smuggling cigarettes with missing or counterfeit tax stamps, and bulk cash smuggling.

Ideologically Motivated Violence in 2015	
	<b>January 7, 2015:</b> Sa'id and Chérif Kouachi killed 12 and injured 11 in an armed attack on the office of satirical newspaper Charlie Hebdo in Paris, France for its depictions of Muhammed.
	<b>May 3, 2015:</b> Elton Simpson and Nadir Soofi opened fire at a "Draw Muhammed" event at the Curtis Culwell Center in Garland, Texas.
	<b>November 27, 2015:</b> Robert Lewis Dear, Jr., 57, attacked a Planned Parenthood clinic in Colorado Springs, CO, killing 3 and injuring 9.
	<b>December 2, 2015:</b> Married couple Tashfeen Malik and Syed Farook attacked a meeting of the San Bernardino County Department of Public Health in San Bernardino, CA, killing 14 and injuring 22.