

# WORK PLACE VIOLENCE (WPV)

## THE SIGNS

- Violence is a process. Targeted violence is the result of pathway, a process of identifiable thinking and behavior.
- VIOLENCE PATHWAY (Stages)
  1. Grievances/Conflict/Problem (actual or perceived)
  2. Homicidal Ideation
  3. Research/Planning
  4. Preparation Probe/Breach
  5. Attack (May be violence, espionage or other destructive behavior)
- Violence is the culmination of multiple factors that reflect perceived problems.
- WPV Warning Signs

## HOW CAN WPV MANIFEST ITSELF?

1. Verbal Clues
2. Physical Clues
3. Obsession /Fixation



## IT'S YOUR DUTY TO REPORT.

Civilians and all DoD personnel can report crimes or suspicious activity by texting 'NCIS' plus your tip information to 274673 ("CRIMES"). A reward may be offered for information which leads to the arrest of a suspect. You may remain anonymous.

 Text "NCIS" + your tip info to CRIMES (274637)

 "Tip Submit" Android and iPhone App (select NCIS as agency)

 1.800.543.NAVY (6289)



To learn how to submit a tip via the NCIS Text, Web, and Smartphone App Tip Line, scan the QR code with your smartphone or visit:

[www.ncis.navy.mil](http://www.ncis.navy.mil)



## NROTC NAVAL RESERVE OFFICER TRAINING CORPS



## USING OPERATIONS SECURITY (OPSEC) AND THREAT MANAGEMENT (TM):

THREATS AGAINST U.S. MILITARY  
PERSONNEL CONUS AND OCONUS

DoD personnel should use Operations Security (OPSEC) in their daily living. OPSEC is a form of Threat Management (TM) to counter criminal threats such as cyber hacking (using vehicles such as social media and networking, online gaming and email); Workplace Violence (WPV); and elicitation from terrorist, extremist group(s) or “lone wolf attackers” who may target the men and women who serve in the U.S. military.

## DO I NEED TO PRACTICE OPSEC?

The answer is YES. DoD personnel may be targeted by Foreign intelligence entities (FIEs) and extremists both at **home and abroad**.

FIEs are adept at taking advantage of professional and social opportunities to interact with people who have access to classified, sensitive, or proprietary information by exploiting an individual’s natural desire to be friendly, helpful, or appear knowledgeable.

Typically, the objectives of FIEs are to identify and assess people for their suitability as spies—to determine what information these people have access to and what might motivate them to give up insider information.



# OPERATIONS SECURITY (OPSEC)

## WHAT YOU SHOULD KNOW

You, as an authorized holder of classified, sensitive or proprietary information, are responsible for protecting that information from inappropriate access. Does your co-worker, classmate, sorority sister, fraternity brother, or anyone on the internet need to know what projects you are working on and what access to information you have? If you are not convinced that a person has a legitimate need for the information, you should deny access until you determine there is a need to know. You are prohibited from responding to an inquiry regarding such information from anyone outside of your command. Don’t share passwords or information, such as privacy act information (PII) that may be stored on computer media, with anyone.

- Do not leave your DoD Common Access Card unattended.
- Do not write or speak about classified events.
- When traveling, ensure your baggage name tag is covered. Use an address other than your home or work address.

# THREAT MANAGEMENT (TM)

## COUNTER MEASURES

- Review social media postings that could include any information which could draw the attention of extremists and their supporters. Delete any information which may draw the attention of extremists or information that could be used to identify your residence, place of work, or family members.
- Be mindful of your vehicle bumper stickers and decals that indicate your professional affiliation and possible location.
- Review social media privacy settings to avoid revealing your professional affiliations to any member of the public.

- Be cautious of organizations that offer you membership. Inquire about their charter.
- Be alert for any suspicious persons, for example, a self-described “journalist” asking to take your picture with a phone camera.
- Any written or telephone threat received should be saved and forwarded to the appropriate law enforcement authorities.
- All household members should be alert for any unusual or suspicious packages, boxes, or devices on the premises. DO NOT attempt to open or disturb in any way such objects.
- Know the whereabouts of all family members at all times.
- Require identification of all repairmen and salesmen prior to permitting entry.
- DO NOT accept any packages unless you personally order or are expecting an item.
- Know the locations and non-emergency telephone numbers for your campus and local police and fire departments.
- When driving, leave sufficient room between your car and other vehicles during stops, so that you are able to turn out of the lane if necessary.
- Utilize a private mail box service to receive all personal mail.
- DO NOT give your name on voice message recordings at home or on your personal cellphone.
- When traveling, DO NOT identify yourself as military personnel.