

**Your actions may help save a life or prevent further harm.**

**TELL SOMEONE**



If you have concerns contact:

- Employee Assistance (EAP)
- Police non-emergency number
- Chaplain
- Mental Health
- Supervisor
- Behavioral Intervention or Threat Assessment Team (TAT)



If an attack is imminent:

- Call 911 or your local emergency number.*
- Law enforcement
  - Security



**RESOURCES (enter contact information):**

EAP: \_\_\_\_\_

Local Emergency Number: \_\_\_\_\_

Police/Security: \_\_\_\_\_

National Suicide & Crisis Lifeline: Dial 988



**PREVENTING VIOLENT ATTACKS:  
Best Practices for Bystander Intervention**



## You Can Prevent Violence

In the weeks and months prior to a violent act, perpetrators may engage in communication and/or behaviors that could signal imminent violence. Some of their behaviors may be intentionally concealed, while others are observable. Many targeted violent acts are preventable through recognition and reporting. This brochure aims to help you prevent violent attacks by providing information on what, when, and where to report.

## Identify and Share

According to the 2021 National Threat Assessment Center (NTAC) report, Averting Targeted School Violence, in 74% of cases of averted attacks, a bystander reported their concern the same day the concern was observed. Consider reporting when you directly observe **behavior** or any **communication** about any of the following:

- Behavior that endangers oneself or others
- Threatening or insinuating violence
- Stalking behavior
- Assaulting one's partner
- Misusing alcohol or drugs
- Acting recklessly
- Fixating on violence, weapons, or death
- Frequently losing one's temper
- Condoning unlawful violence
- Misusing weapons

## Bystanders Are Key to Countering Violence

Bystanders, such as friends, family, acquaintances, co-workers, or the potential victims, are often the first to observe pre-incident warning behaviors. Early reporting increases the chances for successful resolution for all concerned.



Reference: *Potential Risk Indicators: Active Shooters and the Pathway to Violence* May 2022 Job Aid developed by the Center for Development of Security Excellence

## Tips for Engaging Safely

If you notice harassment and unacceptable or potentially dangerous behavior then:



Assess the situation. Does someone need help? Call 911 if someone is in danger.



Create some form of distraction and interrupt the flow of violence. Directly engage with the person who is being targeted (e.g., pretend you know them).



If everyone is physically safe, address the harasser with a short statement calling out their threatening or inappropriate behavior (e.g., "That is not okay").



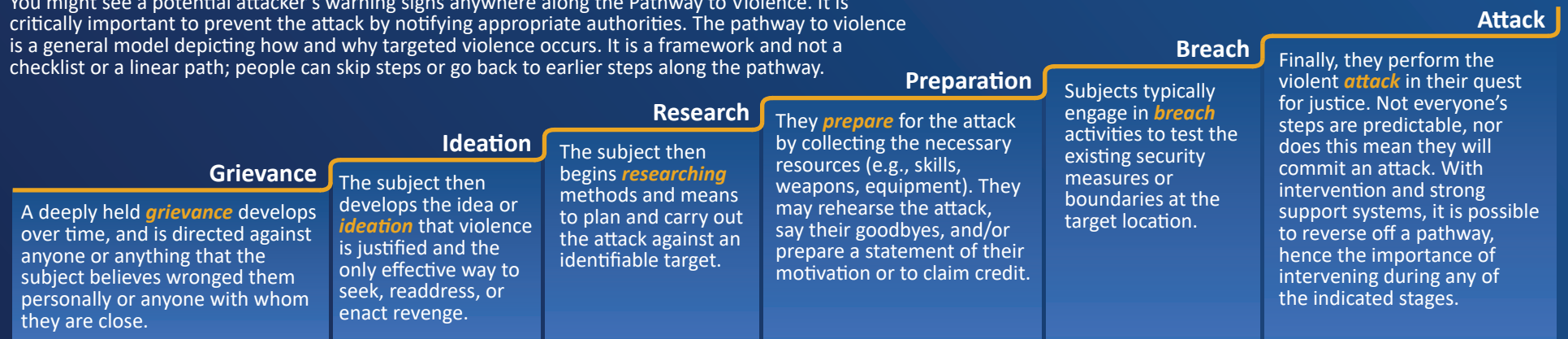
Ask a third party for assistance, preferably an authority figure.



Check in with the person who was targeted to offer assistance and support.

## The Pathway To Violence

You might see a potential attacker's warning signs anywhere along the Pathway to Violence. It is critically important to prevent the attack by notifying appropriate authorities. The pathway to violence is a general model depicting how and why targeted violence occurs. It is a framework and not a checklist or a linear path; people can skip steps or go back to earlier steps along the pathway.



Reference for Pathway to Violence graphic: Calhoun, F., & Weston, S. (2003). *Contemporary threat management: A practical guide for identifying, assessing and managing individuals of violent intent*. San Diego, CA: Specialized Training Services.