



**LAYNE CONSULTANTS INTERNATIONAL**  
*Certified Protection Professionals*

**IAAPA**

presents

**Your Personal Safety – It's a  
Personal Thing!!**

featuring

**Stevan P. Layne, CPP, CIPM, CIPI**



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# What are the Threats?

Armed Assault  
Domestic Violence  
Persons Under the Influence  
Terrorist Influenced Acts  
Protest Groups & Street Gangs  
Common Criminals  
Disgruntled Staff





# CRAZYness!!!

Islam convert shot dead after ax attack on NYPD cops...

Ottawa “terrorist” killed soldier in cold blood...

Another recent convert to Islam attacks Canadian Parliament...

Native American student guns down friends at Washington State high school





# Too Many Guns!!!

School Kids Carry Guns

It's EASY to get a concealed carry permit...

Your state or local law may preclude restricting  
concealed permit holders

Then there's the issue of "to arm or not to arm..."





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# To Arm....?

Do you have:

- Reasonable Police Response
- Physical Examinations
- Psychological Examinations
- Thorough Background Screening
- Professional Classroom Training
- Objective Range Training/Qualification
- Shoot/Don't Shoot Scenario Based Training
- Regular and Consistent Re-training

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# You Need to Have a Plan

Priority # 1 – Life Safety

Priority # 2 – Fire Prevention

Priority # 3 – Protection of Assets

And don't forget – Visitor Relations!



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# The Plan

- It **CAN** Happen Here!
- Everyone has a responsibility in crisis
- Performance is **DIRECTLY** related to **TRAINING!**
- Coordinated Emergency Response
- Coordinate Contractor Response
- **PRACTICE** several contingencies....





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# **Proper Enforceable Policies/Proper Documentation**

Visitor Code of Conduct  
Employee Code of Conduct  
Workplace Violence Policy  
Use of Force Policy  
Ejection of Unruly Persons Procedure  
Conflict Resolution Training  
Emergency Operations Action Plan



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# Initial Visible Deterrent



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# Your **BEST** Prevention Tool

An **ALERT** Staff

You should give the impression of being alert, professional, and able to respond quickly...

Patrols are the most effective deterrent available.

They need to be active, alert,...and **LOOK PROFESSIONAL!!!**



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# EVERYBODY needs to be Involved!

**Administration**  
**Maintenance**  
**Food Service**  
**VENDORS**  
**Visitors**



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# Physical Barriers

Restricted Entry  
Entry Gates  
Turnstiles  
Cyclone Fence  
Locked Doors  
Concrete Barriers  
Landscaping





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# Regular and Irregular Patrols





# Patrol Functions

- ❖ Visible Deterrent – “Light it Up”
- ❖ Consistent Communication
- ❖ Location Response
- ❖ Attention to Detail
- ❖ Safe Approach







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# **A Safe Approach**

**Evaluate Subject's Demeanor**  
**ALWAYS Plan Your Escape Route**  
**Communicate Location and Situation**  
**Protect Your Personal Zone of Safety**  
**Proper Body Position and Stance**  
**Supportive – Assertive - Defensive**

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# Procedures

- Communicate all Contacts...prior to making contact
- Request supervisor
- Avoid Use of Codes for incidents
- Complete logs and reports
- Document **ANYTHING** suspicious
- Approach every incident with caution
- Treat every subject with respect





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# **Additional Tactics**

**Two (or more) On One**  
**Uniformed Presence**  
**Peer Pressure**  
**Get Out of Dodge**



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# Attention to Detail

Recognition of unusual circumstances

Restrooms, storage areas

Suspicious persons

Rules Violators

Remember – YOU can make a  
Difference!





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# Electronic Protection



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# **Additional Policies and Procedures**

Access to Storage/Offices  
After Hours Building Access  
Pre-Employment Screening  
Employee Rules and Regulations  
Substance Abuse  
Incident Reporting  
Incident Command  
Regular Testing/Training Exercises



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# Bottom Line

Your Personal Safety is Dependent on  
your constant awareness...

Report all suspicious acts, persons,  
activities

Remember your training and respond  
accordingly...



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# **Additional Assistance/Training**

[Steve@LayneConsultants.com](mailto:Steve@LayneConsultants.com)

**“Management of Aggressive Behavior”  
(half-day workshop)**

**Houston Department of Public Safety  
(Active Shooter Video)**

**IFCPP CISS Supervisor Training**



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