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Forensic Practitioners

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# DEVELOPMENT SESSION: **THREAT ASSESSMENT IN THE FORENSIC CONTEXT: PROTECTING CLIENTS AND THE FORENSIC INVESTIGATOR**

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Director: L&S Threat Management



Identify



Assess



Manage



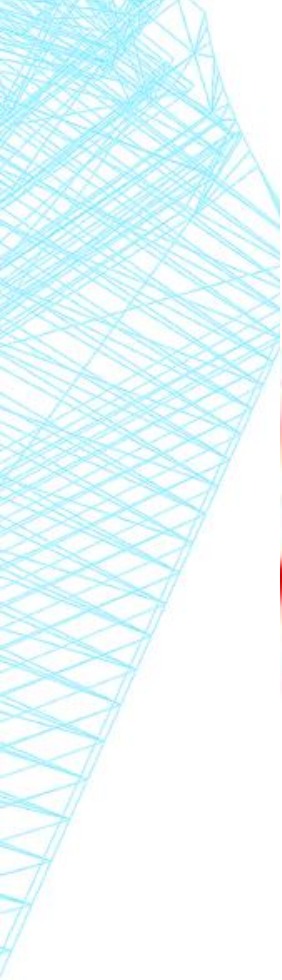
# HOW MANY PEOPLE HERE HAVE RECEIVED SOME FORM OF THREAT?

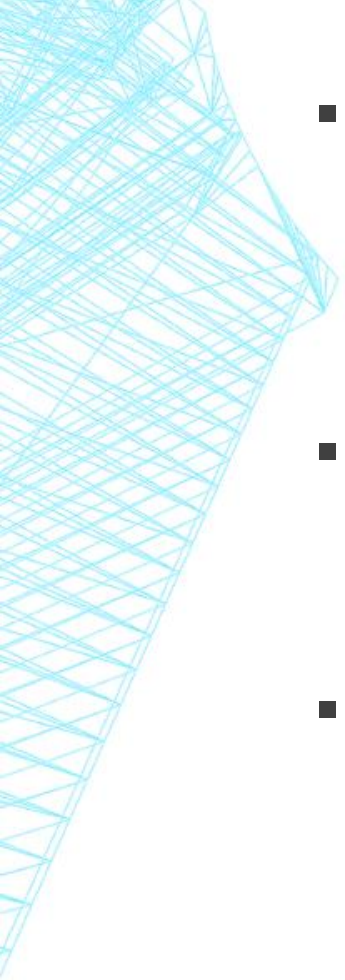
In relation to your work:

- at work
- because of your work

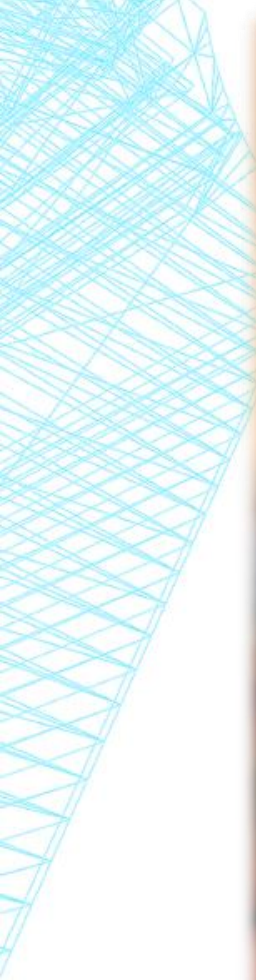


# THREAT VS RISK?



- 
- South African studies show that 80% of employees have been bullied or victimized at least once in their careers
  - 2,5% of all sexual assaults occur in the workplace
  - USA: Workplace violence
    - Leading cause of death for women in the workplace
    - Second leading cause for men
    - 20 workers murdered each week at workplace
    - 1 million Americans attacked
    - 6 million threatened
    - 16 million harassed





The Law



Identify



Assess



Manage

# WHEN WE THINK OF EMPLOYEE SAFETY...



Safety Glasses



Safety Shoes



Hearing Protection



Respirator



Paint Suit



Gloves



# *OCCUPATIONAL HEALTH AND SAFETY ACT (NO.85 OF 1993)*

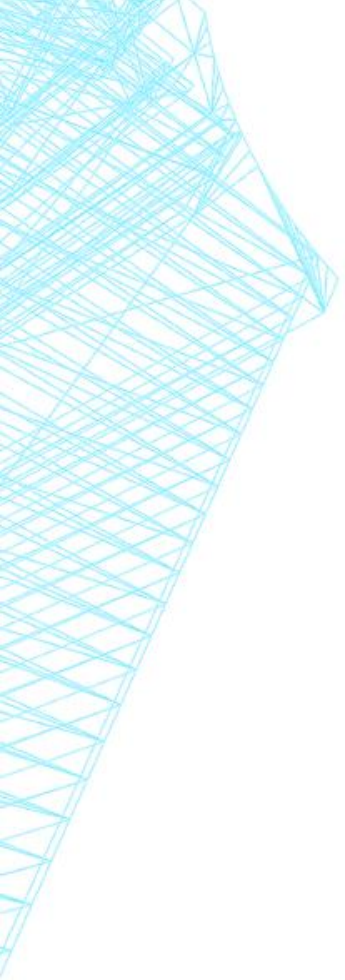
- An employer has certain duties towards employees in terms of their safety.
- Safe environment includes the psychological and physical safety of employees in respect of violence and threats of violence





## The OHS Act requires employers to:

- *provide and maintain a working environment that is safe and without risk to the health of their employees*
- *take reasonable steps to eliminate or mitigate any hazard or potential hazard to the safety of health of employees, before resorting to personal protective equipment.*
- As an employer, you could face civil actions from employees who are injured in the workplace

- 
- Common Law says employer owes a duty-of-care to employees to do all that is reasonable and prudent to secure employees health and safety

# Workplace threats

Wherever there are people, there  
will be conflict



Identify



Assess



Manage



All workplaces will experience a degree of workplace violence and threats because of human nature

We spend the majority of our waking hours at the workplace- conflict will occur there

Certain occupations lend themselves to being exposed to added work-related threats: law enforcement, commercial investigators, prosecutors, corrections, mental health, banking, auditing, customer service



The background of the slide features a blue gradient with the dark silhouettes of two individuals in a physical struggle. One person is on the left, with their arm raised and hand open, while the other is on the right, leaning forward with their arm extended towards the first person. The overall mood is one of conflict and tension.

**Workplace violence: Any act in which an employee is:**

- abused,
- threatened,
- intimidated
- assaulted

**In relation to his or her employment**

# Types of workplace threats







Threats from strangers

Threats from co-workers

Threats from customers or clients

Threats from (ex)romantic partners

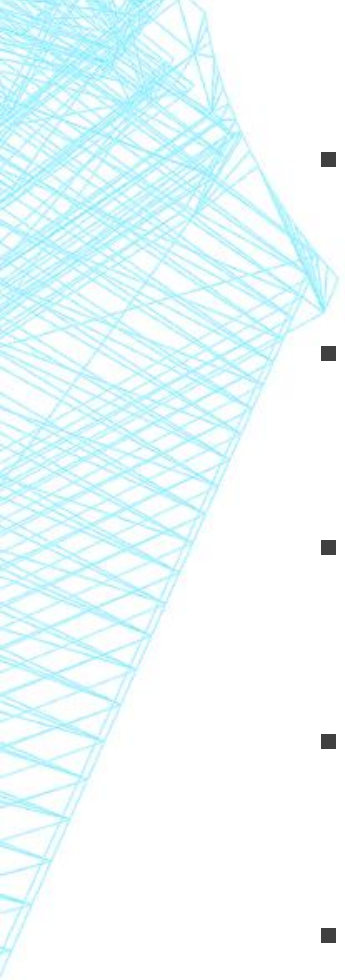




# COMMONPLACE EXAMPLES

- A frustrated customer/client swears and threatens employees
- An employee receives inappropriate sexual emails from a co-worker.
- A manager receives a letter or email from a known or anonymous person making explicit threats or bizarre statements.
- Team members intimidate and bully a co-worker
- An employee's ex-husband threatens her in the workplace.



- 
- Bomb threats are received.
  - Someone notices concerning social media posts by a staff member.
  - One employee threatens another during an argument.
  - A suicidal employee makes threats to harm themselves or others.
  - An employee is facing a disciplinary hearing and employees involved are concerned about certain threats that the employee has made.
  - Someone you are investigating makes threats to you.



# Myths about workplace violence







## **1. Myth: There is a demographic profile of the potentially violent employee/individual**

- Offenders have many different backgrounds
- Profiles can lead you to ignore potential threats
- Behavioural clues are more NB

## **2. Myth: Workplace violence is about murder**

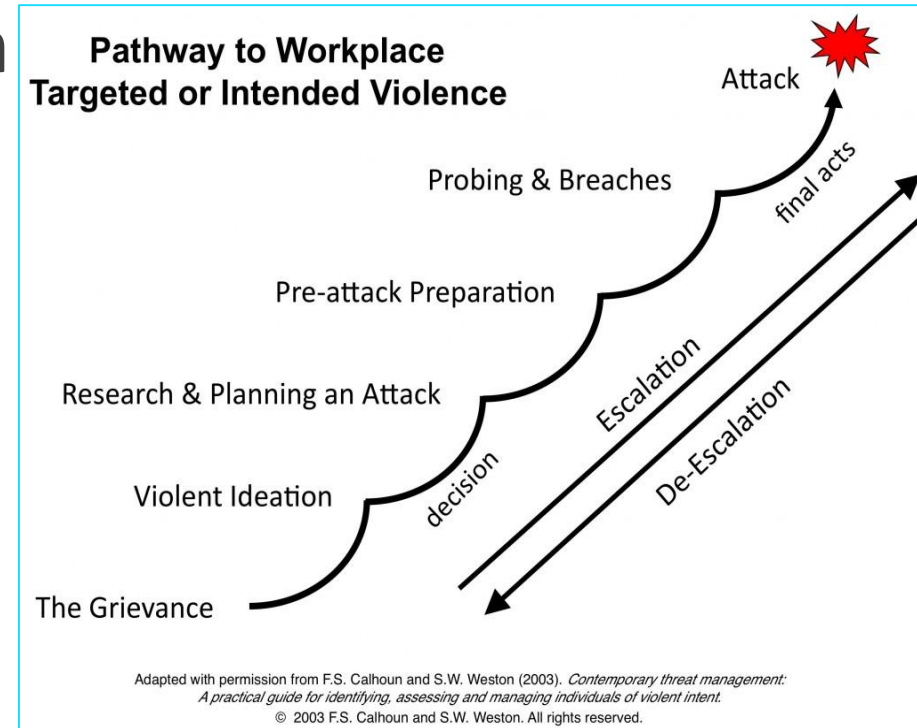
- More about assault, intimidation and fear in the workplace which prevents employees from being productive

### 3. Myth: Typically committed by disgruntled employees

- Four types of offenders:  
stranger/customer/employee/intimate

### 4. Myth: People are either dangerous or not

- People fluctuate along a continuum







## **5. Myth: Violent employees strike without warning or clues**

- People present multiple clues to multiple people
- Clues are not reported to necessary people
- Clues are verbal/physical and obsessions

## **6. Myth: there is no way to predict employee violence**

- Clues are present but not reported or identified



## 7. **Myth: Violent employees have major job and personal losses**

- Such employees have a degree of success
- Violent employees believe that they are morally entitled to something from the organisation, that something has been taken from them, or that the organisation has hindered them in some way

## 8. **Myth: Even if you identify violent employees, you cannot do anything about them**

- Interventions by trained threat teams work when







# PROSECUTOR IN HIDING AFTER 6 MONTHS OF DEATH THREATS

GAUTENG / 7 JULY 2017, 07:20AM / MASHUDU SADIKE

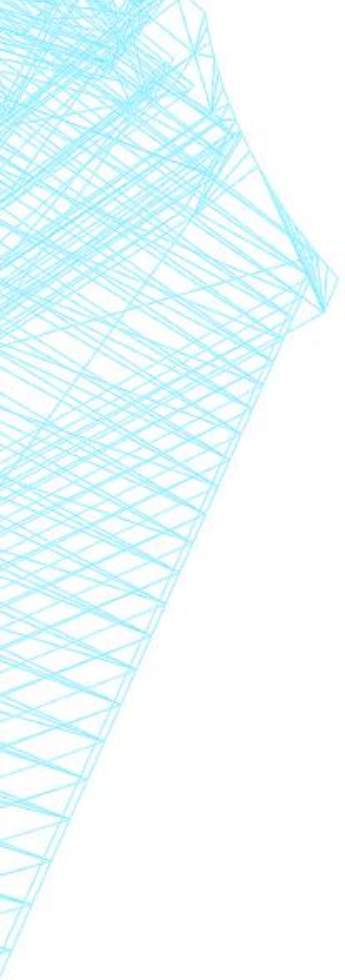
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- 
- A Joburg prosecutor is living in fear after receiving a series of death threats suspected to be from a Bangladeshi mafia member baying for her blood over a case she was handling.
  - “I had to flee my home in January. Since then my house has been burgled and my car sprayed with death threat messages,” said Malatsi, who has been employed by the National Prosecuting Authority (NPA) for the past 10 years.
  - One of the threatening notes, which The Star has seen, reads: “Leave our brother, take him off (sic) jail or we will kill you.”
  - Malatsi accuses her immediate supervisor, South Gauteng Director of Public Prosecutions Andrew Chauke, and NPA boss Shaun Abrahams of failing to protect her, despite her alerting them about the threats to her life.
  - “Both Abrahams and Chauke know about my plight but have done nothing tangible. These people are out there and I fear that they want me dead,” she said.

# EDITORS' FORUM TO APPLY FOR URGENT INTERDICT AFTER BLF THREATENS 'WHITE JOURNALISTS'



## NEWS

# Death threat campaign against top ANC women

10 September 2017 - 00:04

BY MZILIKAZI WA AFRIKA



Minister of Communications Ayanda Dlodlo said she had received up to 258 threatening calls and texts in one day.

*Image: Peter Mogaki/Sunday World*

Two cabinet ministers, a deputy minister and maverick ANC MP Makhosi Khoza are living in fear after being bombarded with death threats over the past few months.

A high-level government investigation has been launched into threats against Communications Minister Ayanda Dlodlo, her deputy Tandi Mahambehlala, Social Development Minister and ANC Women's League president Bathabile Dlamini, and Khoza.

# Life sentence for man who killed ex-girlfriend at work

GAUTENG / 29 SEPTEMBER 2017, 09:50AM / ZELDA VENTER



Nicolene phoned her mother on April 16 that year and told her she could no longer handle Connaway's abuse. She claimed he had dragged her around by her hair in a fit of rage and smashed her television sets and laptop to the ground. Nicolene then moved in with her mother.



07-01-12

15:39:18

# ABSA BANK MURDER



**ABSA**

CH-05

DVR

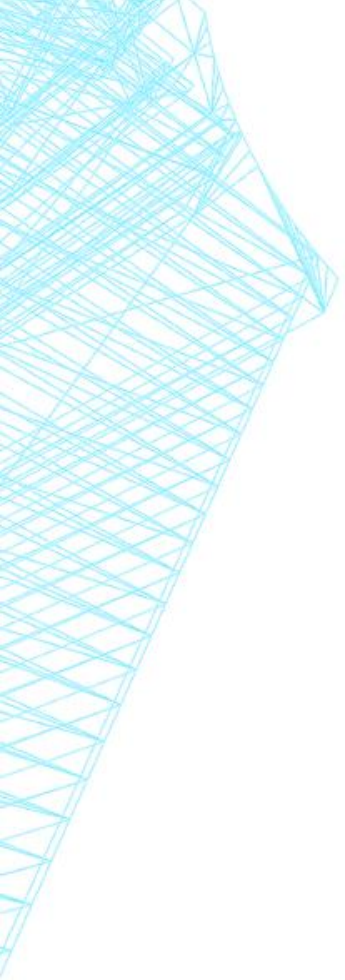




# “MURDER: MAN’S MENTAL STATE TO BE MONITORED”

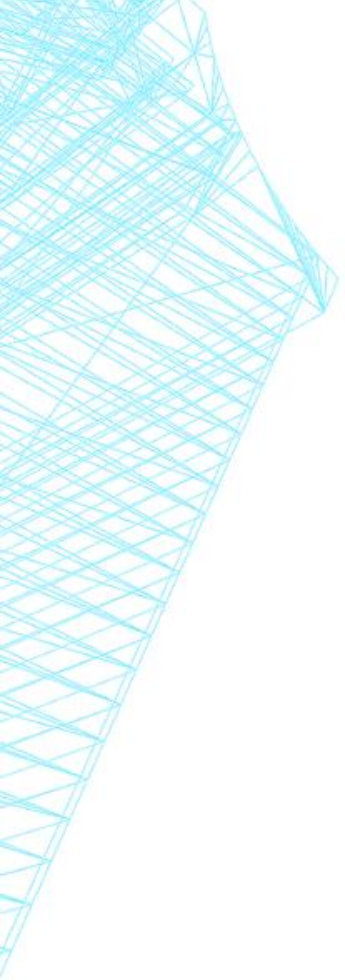
Despite a family violence interdict against her estranged husband, an Absa bank branch manager was coldly gunned down in front of clients at her workplace.

Sandra Voeght, manager of the Absa branch at The Glen shopping centre, was allegedly murdered by estranged husband Mark Voeght, 44.”



**HELLO PETER.COM**

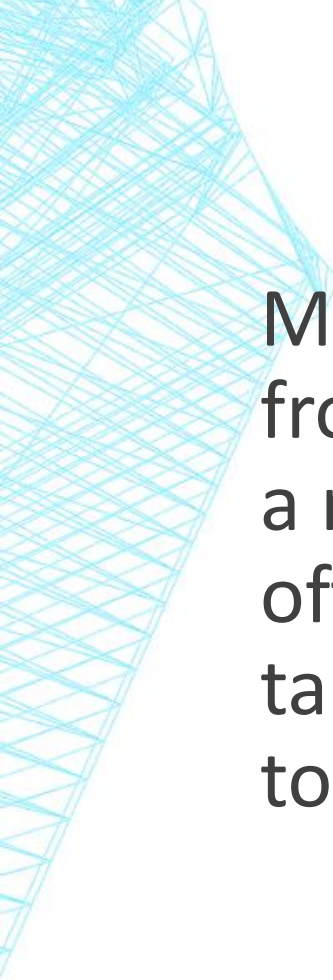




I had car finance with absa, things went wrong and I ended up under debt review. i was making payments for my car until the \*\*\*\*\* illegally repo the car while under debt review. up till today I got \*\*\*\*\* from law firms calling me claiming money on behalf of absa. as I told them I will not pay them a \*\*\*\*\* cent but they still insisting so now im left with 1 last option and that is to sue absa bank for illegal repossession, emotional and mental trama and stalking. maybe now they will learn not to \*\*\*\*\* around with a person who has lost everything”

# Centurion Lawyer's Office Shooting





Martin van Deventer, 64, is understood to have flown up from Cape Town this morning to meet the three men about a money matter, together with his lawyer and theirs, at an office in Centurion... During the meeting, he is said to have taken out a pistol and shot all three. He then told his lawyer to stand by the door, and shot himself moments later.”



“F”

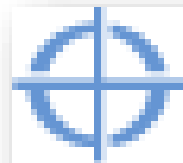
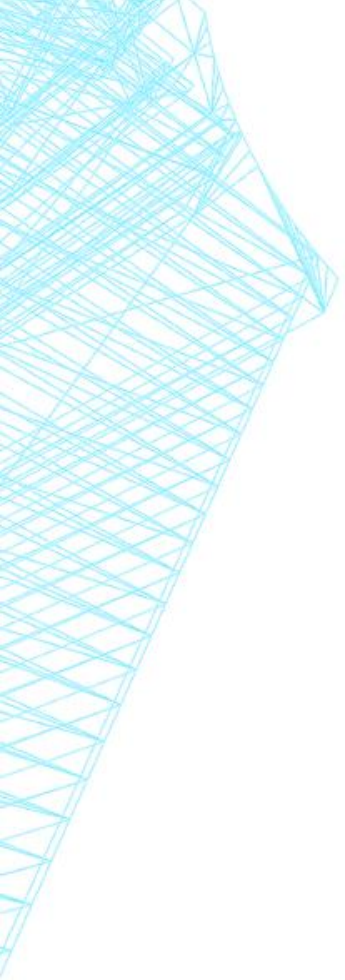




**“The fireman who shot dead his acting station commander did so intentionally”**

Lesedi Mphatsoe of Orange Farm fire station was killed on Wednesday night.

Mphatsoe had gone to the man’s Vanderbijlpark home to serve a letter on him that warned him to appear before a hearing.



**Investec**





# INVESTEC BANK OFFICIAL COMMITS SUICIDE

- Mike van den Heever, a 42-year-old senior official at Investec in Sandown allegedly shot himself in the head on Monday, Gauteng police said... the man shot himself in the company's parking lot late in the afternoon.
- He was rushed to hospital with a gunshot wound to his head.

# Radicalization

A modern workplace threat



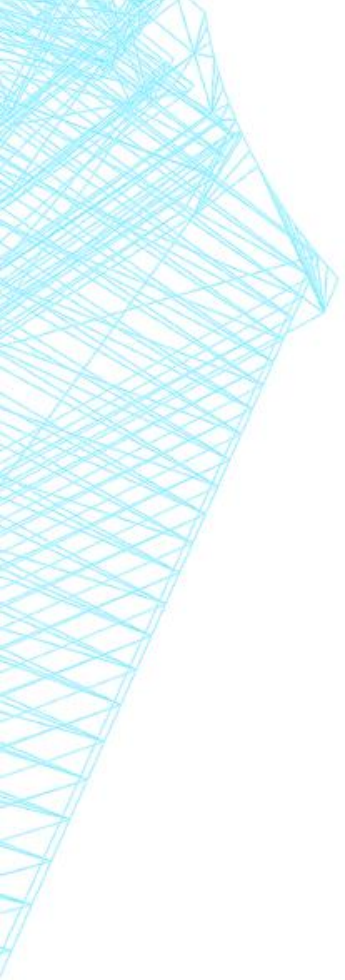
Identify



Assess



Manage

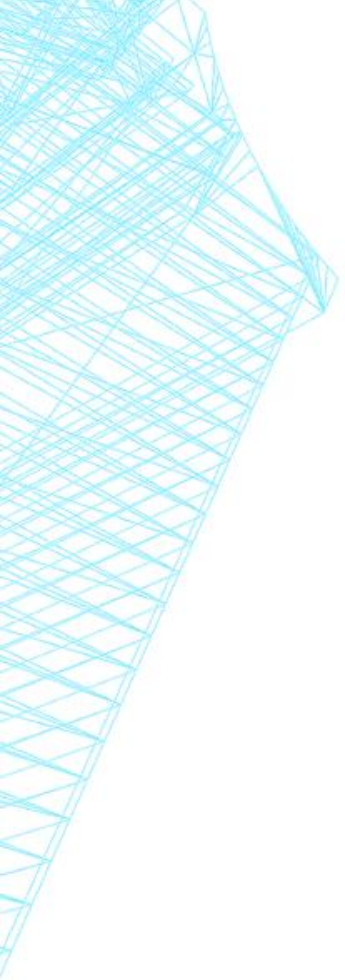
- 
- The process by which an individual or group comes to adopt increasingly extreme:
    - Political (e.g BLF)
    - Social (e.g. environmentalists)
    - Religious (e.g. ISIS, Boeremag)
  - ideals and aspirations
  - that reject or undermine the status quo or
  - undermine contemporary ideas and expressions of freedom of choice.





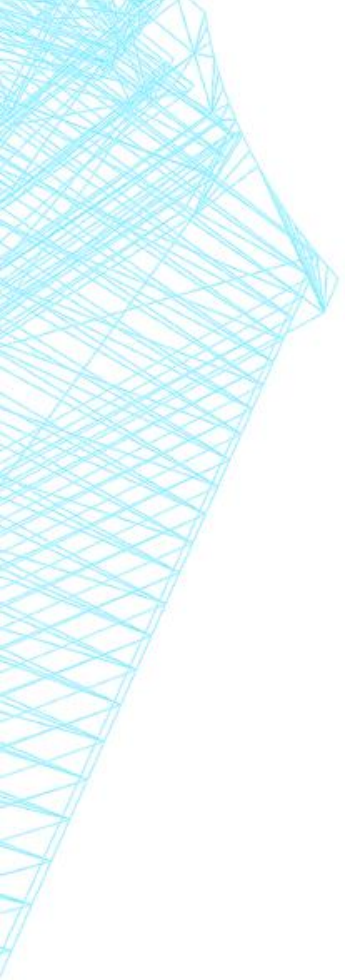
# RADICALISATION AND THE WORKPLACE

- When do you need to be concerned about radicalized staff as a safety issue to your employees?
- How do you balance freedom of expression and freedom of association with safety?
- What if your company sells/produces products from a country negatively viewed by a group and a staff member is associated with this group?
- What if your company produces parts of an instrument of war/crowd control being used in a particular country, and an employee identifies with that country?

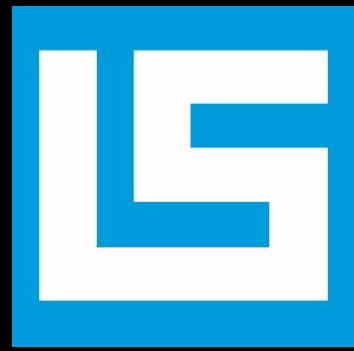
- 
- Structured threat assessment guidelines exist for assessing how radicalised a person is
  - These coupled with traditional violence threat assessment protocols can advise on how concerned you should be from a safety point of view

# Consequences



- 
- Resignation (with company secrets)
  - Physical effects like sleep and eating disorders
  - Psychological effects like anxiety, depression and lowered self-esteem
  - Absenteeism
  - Hostile work environment
  - Negative work attitude
  - Financial
  - Bad publicity
  - Loss of life





# Threat Assessment and Management

Can we prevent violence from happening?



Identify



Assess



Manage



# WHERE DOES THREAT ASSESSMENT FIT IN?

## SYMPTOM

- Headache
- Nausea
- Cramps
- Blurred vision
- Body aches

## ANALYSIS (DIAGNOSIS)

Doctor

## TREATMENT

Antibiotics

Panado

Operation

Immodium

Buscopan

Do you have a brain tumour, food poisoning, gastro, Ebola?



## SYMPTOM

- WhatsApp
- Phonecall
- Emails
- Property Damage

## ANALYSIS

Threat Assessment

## RESPONSE

Body guards

Physical security

SAPS case

Protection Order

Relocation

Hospitalisation



- **Identify**

- Is there a possible threat?
- What kind of threat is it?

- **Assess**

- Is the threat currently low risk or high risk?
- Is there a possibility of violence?
- When and where would this violence be carried out?
- Is the threat escalating?





- **Manage**

- Which strategies will counter or reduce the threats of violence?
  - Monitor
  - Supervise
  - Change



# PHASES OF A THREAT ASSESSMENT

- Identification/notification of a possible threat
- Gathering of information
- Examining the information
- Identify risk factors\*
- Forming an opinion
- Identify scenarios
- Implementing a management strategy
- Reviewing the above when further information becomes available



# IDENTIFYING RISK FACTORS: WARNING BEHAVIOURS



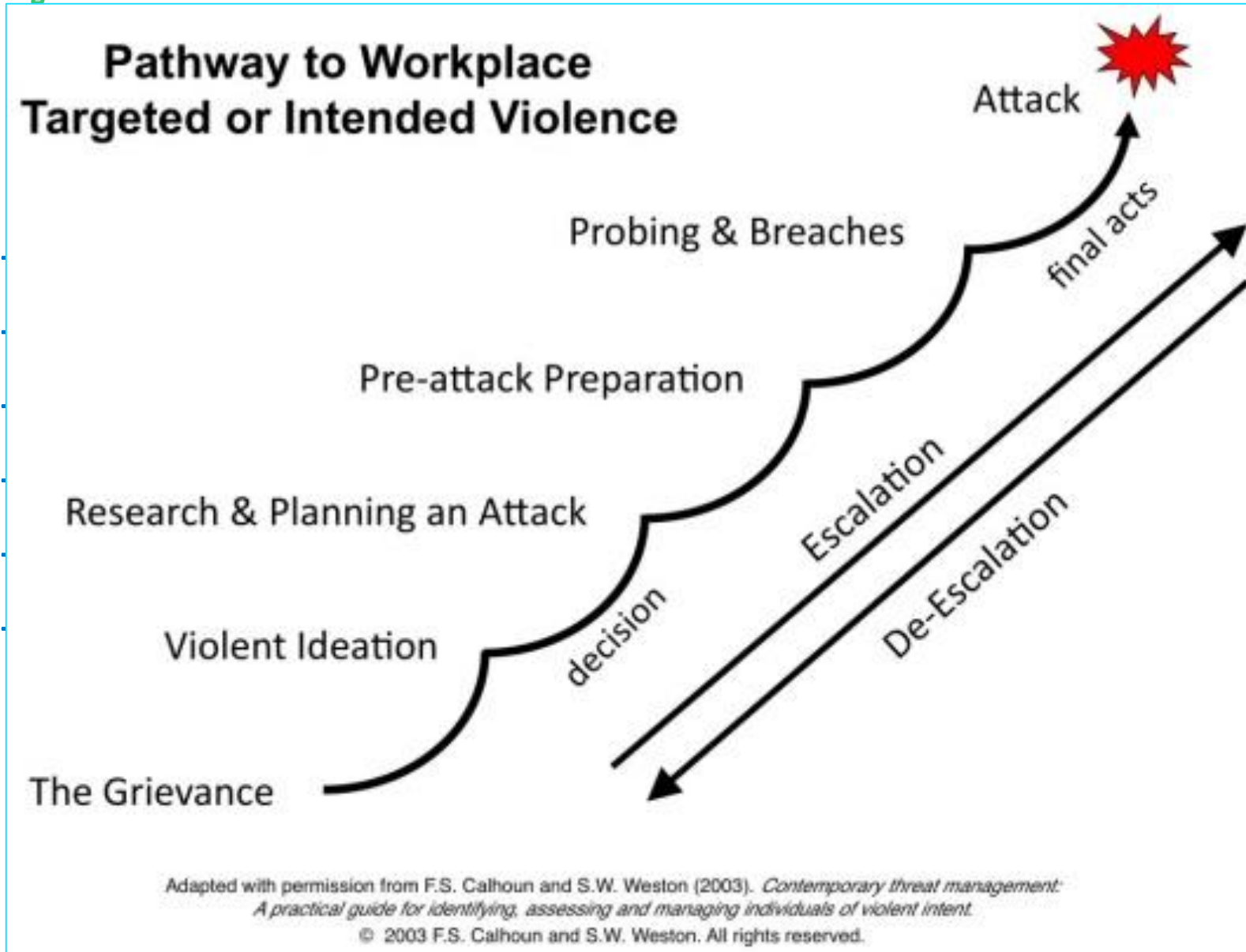
## WHAT ARE WARNING BEHAVIOURS?

- Behavioural patterns that constitute change and may raise concerns of an accelerating risk level for attack
- Noted in a wide range of attackers



# 1/8 PATHWAY WARNING BEHAVIOURS

○



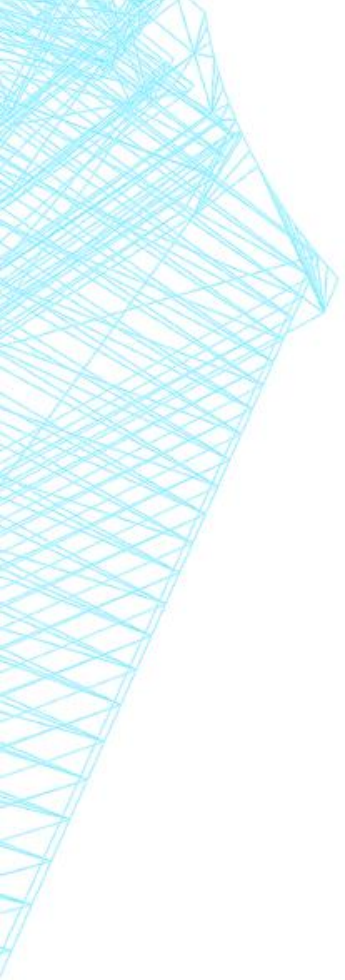
## 2/8 FIXATION WARNING BEHAVIOURS

- Behaviour that indicates target of the threat is becoming an increasing focus, pathological preoccupation or fixation for the threatener.
- Illustrated by:
  - Increasing repeated focus on the target
  - Increasingly vocal opinion about the target
  - Increasingly negative view of the target
  - Angry emotional undertone



## 3/8 IDENTIFICATION WARNING BEHAVIOUR

- Behaviour indicating desire to be a “pseudo-commando” or having a “warrior mentality”
- Associates with weapons or other military or law-enforcement paraphernalia
- Includes an identification with previous attackers or identifying as a supporter of a particular cause or belief system

- 
- *“...vanguard of struggle. I’m not a drunkard, corrupt and heavy smoker. I’m just a normal super-high powered ex-crime int operative anti-corruption silent war machine pain ass-kicker, the viper and no-nonsense member, not a coward, fear no one”*
  - *From tonight, I, xxxxxxxx, will officially lead the fight until the war is won and the criminals are in prison, or have fled the country. I will use methods you criminals are just not able to rise to the challenge on.*





## 4/8 NOVEL AGGRESSION WARNING BEHAVIOUR

- An act of violence that does not appear to relate directly to the threat itself, and is committed for the first time.
- This may be a test for the threatener to see if he is capable of committing violence, almost like a trial run.
  - [Becoming involved in a street fight](#)



## 5/8 ENERGY BURST WARNING BEHAVIOUR

- In the days or weeks before the attack there is an increased frequency or variety of activities relating to the target
- Even if the activities themselves are seemingly harmless

## 6/8 LEAKAGE WARNING BEHAVIOURS

- This is a communication to a third party (directly or through media such as Facebook) of intent to do harm to the target.
- Aka 'breakthrough behaviours'.
- This concept first was identified in relation to school shooters but has since been applied to other contexts



WhatsApp

# 7/8 LAST RESORT WARNING BEHAVIOUR

- Threatener reaches a level of distress and desperation which makes him feel as if he has:
  - *no other options left*
  - *and there is no other alternative but violence*
- which is justified under the circumstances.
  - *“You have taken everything from me, I have nothing left to lose”*
  - *“I’ve lost confident, but I’ve nothing to loose, I will sacrifice with my own life from these dark forces.”*



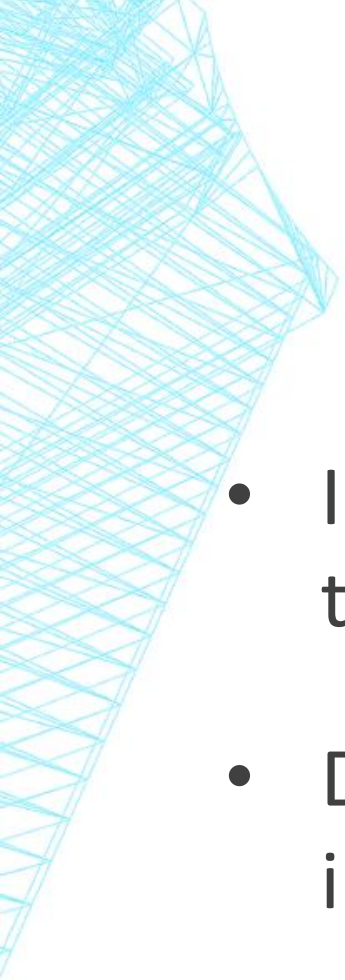
## 8/8 DIRECTLY COMMUNICATED THREAT WARNING BEHAVIOUR


- This is the communication of a direct threat to the target
- This is an implied or explicit indication of an intent to harm
  - *“My feeling is one of powerlessness. I feel like going on a murder spree.”*
  - *“Bear in mind in a war situation there is casualties.”*
  - *“This is a time of ticking bomb.”*
  - *“Judgement day will unfold for what is all about against me.”*



# IMPORTANT FACTORS TO ASSESS IN ANONYMOUS THREATS

Often threats made are anonymous, how can we assess them?

- 
- Is there an indication of surveillance or close observation of the target?
  - Does the communicator have the willingness or ability to be in close proximity to the target?

- 
- Does the communicator demonstrate knowledge of the victim's history, behaviors, opinions, affiliations, hobbies, future plans and the like?
  - Does the language rise to the level of disgust, betrayal, or contempt for the target, thus suggesting feelings often noted in failed intimate relationships?





**training**

**goal**

**result**

**experience**

**expertise**

**teaching**

**teaching**

**professional**

**guidance**

**development**

**workshop**

**strategy**

**crucial**

**instructor**

**method**

**c**

**learning**

A close-up photograph of a gold fountain pen nib resting on a white surface. The nib is positioned at the top right, pointing towards the bottom left. The word "Policy" is written in a black, serif font on the white surface, positioned below the nib. The lighting is soft, highlighting the metallic texture of the pen and the clean surface of the paper.

**Policy**



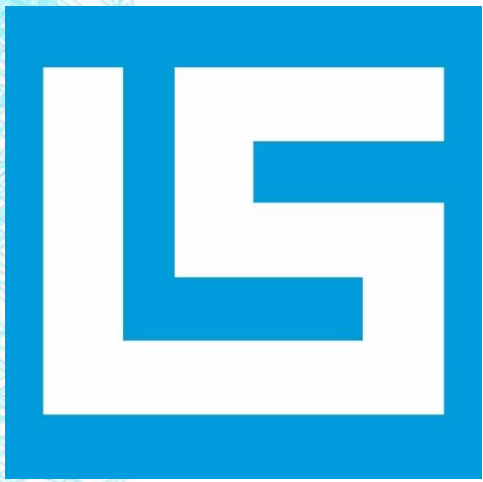
# Operational Case Consultation



# Post Incident Analysis







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# THANK YOU

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Assess



Manage