

DEFENSEWORKS

CAMPUS SAFETY

REPORT

By

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Chapter 1

Surviving A School Shooting

Prevention

While there are a number of approaches to trying to prevent a school shooting prior to the first shot being fired, once the first shot is fired there are really only two options. The first is preventing the shooter from entering the classroom and the second is how to deal with him when he has already entered the classroom.

When shots are heard near your classroom and a school shooter is about to enter the room, lock the doors if possible. Still, the shooter may just shoot the locks off so if the door opens into the classroom, it has to be barricaded. One way to do this is by using a rubber stopper against the door and another way is by lying down in front to the door. The person closest to the door can put their hands on top of their head as illustrated in my YouTube video part one, and lie either with the head against the opening of the door or if it's a glass door or has glass in it which will allow the shooter to see where the person is lying, then lie with the bulk of your body against the door. If the door has glass in it which allows the shooter to see, then the person lying down may be shot and killed but his body may still shield the entrance to the

class room and save lives especially when there is no other exit for the students to use. Teachers who wish to be the first line of defense should invest in an appropriate bullet proof vest.

Physical Tactics

There is no easy way to describe the physical tactics necessary to stop a school shooter. The reason is because the normal reaction to being in a room with a killer who is shooting at you is to try to run away but that is not what has to be done to stop a school shooter. In fact, the teacher and students must do the exact opposite.

The first line of defense is the responsibility of the person who is closest to the door almost like the person closest to the exit in an airline. Oftentimes that is the teacher. If the door opens into the room and it is either a double door or a single door, the teacher can try to use his body as a barricade but not in the manner as was used at Columbine where the teacher stood right in front of the door and got shot. The best likely posture is to cover the top of your head with both of your hands and lie down with your head in front of the opening of the door. If the door does not have any windows in it, the most likely scenario is that the shooter will shoot straight through the door and not into the person on the floor. Another option is to place the body on its side as a barrier

against the door. If there are no other doors then this would be the best initial scenario to

keep the perpetrator out. There are no guarantees however, regarding the safety of the person placing their body against the door.

The second line of defense lies with the students and begins when the shooter has entered the room and begins his killing spree. In every human being, there is something called a flinch reaction. What this means is that when an object is thrown at someone, it is natural for their hands to go up to stop the object from hitting their face. This holds true even if the person is holding something in their hands. Consequently, when a shooter enters the room, ideally someone should yell the word shooter and then have all the students throw their books, pens and whatever they have available to them until the students and teacher can take the shooter down and wrestle the guns away from him. This is not an easy plan to implement. It will take a lot of courage from the people closest to the shooter and the teacher to do this. It may also cost lives however not doing something like this may in fact cost more lives. There is also the need for training in the proper implementation of this tactic and for the most effective disarming technique for this situation. Fortunately, DEFENSEWORKS is available to provide this necessary training.

Other Strategies

At times playing dead has been successful but it relies on the fact that there are so many dead people on the floor that the shooter might not notice an extra so while it might work for some, it still may not be the most optimal plan. Just because a body is not moving doesn't mean the killer won't shoot it. Reasoning with the shooter has not worked in the past however historically; the shooter has warned those that he liked to leave the school area.

The public first learned about the tragic shootings at Columbine from the media who got the latest information from the students at the high school who used their cell phones. The cell phone is one of the best weapons you can have in your self-defense arsenal. It can be used to avoid or prevent violence as well as a weapon for striking. Sometimes using the cell phone as a striking weapon depends on the type of phone you have. Many cell phone companies now offer a ruggedized cell phone which was primarily designed for military use but may also be sold to civilians.

Potential Predictors of Violent Behavior

According to Guy J. Antinozzi, J.D. and Alan Axelrod, Ph.D., authors of

Campus Safety “The events of April 16, 2007, at Virginia Tech, a pleasant campus in a good community noted for its safety, shattered the illusion- horrifically. Armed with a pair of semi-automatic handguns, a deranged student went on a murderous rampage, ending the lives of 32 and wounding 25 others before committing suicide.”

“Cho Seung Hui, the Virginia Tech shooter, exhibited a history-a pattern-of disturbing behavior before he exploded into violence. Even among the most dangerous of individuals, this is usually the case.”

“The following patterns of behavior are typical of a person who is, at the very least, distressed and quite possibly disturbed:

- Significant negative changes in familiar behavior; for example, you’ve always known Mike to be a top student. Suddenly, Mike drops to the bottom of the class.
- Obvious listlessness, vacancy; looks like he or she “isn’t really there.”
- Repeated disruptive behavior in class or social situations
- Exaggerated “normal” emotions, such as hysterical laughter or tearfulness.
- Apparently high level of irritability.
- Unruly, abrasive, aggressive, or violent behavior.
- Obvious signs of alcohol intoxication or drug abuse.
- Strange or impaired speech.
- Garbled or disjointed expression of thoughts.
- Manifestation of extreme anxiety.
- Exaggerated inability to make decisions.
- Marked depression.
- Talk of death or suicide.

- Talk of violence or expressing a desire to commit acts of violence.
- Marked changes in personal hygiene.
- Obviously inappropriate or bizarre expression of emotion, such as laughing when someone is injured.
- Obviously inappropriate or bizarre behavior, such as talking to invisible people.
- Making any kind of threats to others.”

The bottom line is report this type of behavior to campus police even if you feel stupid. Sometimes your intuition may be trying to warn you about something but is overshadowed by a misplaced sense of logic and not wanting to make a mistake. In cases like the Virginia Tech shooter and others, chances are you are not the only person that may be noticing this type of behavior and the more people that witness it and report it, the greater the chance that a tragedy may be avoided.

Chapter 2

Avoiding Sexual Assault

Not all dates end up in a sexual assault or death but some do.

According to the American Association of University Women:

- 20 to 25 percent of college women are raped during their college career.
- 65 percent of these attacks go unreported
- Alcohol is involved in 75 percent of attacks.

According to the Rape Abuse & Incest National Network (RAINN)

- 1 in 6 women and 1 in 33 men will be a victim of sexual assault in their lifetime.
- College age women are 4 times more likely to be sexually assaulted.

Nationally, approximately 2/3 of rapes were committed by someone known to the victim.

73% of sexual assaults were perpetrated by a non-stranger.

38% of rapists are a friend or acquaintance.

28% are an intimate.

7% are a relative.

More than 50% of all rape/sexual assault incidents were reported by victims to have occurred within 1 mile of their home or at their home.

- 4 in 10 take place at the victim's home.
- 2 in 10 take place at the home of a friend, neighbor, or relative.
- 1 in 12 take place in a parking garage.
- 43% of rapes occur between 6:00pm and midnight.
- 24% occur between midnight and 6:00am.
- The other 33% take place between 6:00am and 6:00pm.

Profile of the Criminal:

- 22% of imprisoned rapists report that they are married.
- Juveniles accounted for 16% of forcible rape arrestees in 1995 and 17% of those arrested for other sex offenses.
- In 1 in 3 sexual assaults, the perpetrator was intoxicated — 30% with alcohol, 4% with drugs.
- In 2001, 11% of rapes involved the use of a weapon — 3% used a gun, 6% used a knife, and 2 % used another form of weapon.
- 84% of victims reported the use of physical force only.

- Rapists are more likely to be a serial criminal than a serial rapist.

- 46% of rapists who were released from prison were re-arrested within 3 years of their release for another crime.
- 18.6% for a violent offense.
- 14.8% for a property offense.
- 11.2% for a drug offense.
- 20.5% for a public-order offense.

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- U.S. Department of Justice. *2005 National Crime Victimization Study*. 2005.
- U.S. Department of Justice, Bureau of Statistics. *1997 Sex Offenses and Offenders Study*. 1997.

- U.S. Department of Justice, Bureau of Statistics. *1998 Alcohol and Crime Study*. 1998.
- *2002 Recidivism of Prisoners Released in 1994 Study*. 2002.

Also, According to Guy J. Antinozzi, J.D. and Alan Axelrod, Ph.D., authors of Campus Safety, “Recently, a National College Women Sexual Victimization (NCWSV) study found that 20 to 25 percent of college women become victims of attempted or completed rape during their college careers. In 90 percent of these cases, the victims knew the perpetrators. In another recent study, 24 percent of sorority women reported having experienced an attempted rape and 17 percent were victims of a completed rape. About half of the attempted and completed rapes occurred in a fraternity house. Other studies have concluded that men in fraternities tend to engage in more nonphysical coercion and use of drugs and alcohol as a sexual strategy than nonmembers.”

While the Hollywood version of this crime typically depicts a stranger jumping out of the bushes, the sad fact is that most women are assaulted by someone they know. But this attacker follows the same formula for crime, which is criminal intent + opportunity = crime. This means that as soon as you feel uncomfortable with *anyone* (it doesn't matter who), speak up. Say no, use a defensive (loud & commanding tone) voice, and if it is an authority figure, call a rape crisis center and/or the police. It is important to set your boundaries, be assertive, and fight back. If you are in an abusive relationship, leave. There are many counseling centers you can call to assist you as well as the police.

If you are uncomfortable about a situation at work, tell your employer. Depending on the size of the company, employers usually have a human resources department or an employee assistance program you can contact. If it's a small company, talk to the owner of the company. Under the legal doctrine of respondent superior, the employer has an obligation to provide you with a safe working environment.

Preventing Date Rape

While there are many perils associated with moving to a new location, one of the most dangerous is date rape. Statistics all prove that the incidences of this crime are higher during the college experience. Consequently, the better prepared the student is to deal with this, the greater the chance of surviving it.

Personal security expert and author of the book *How To Protect Yourself from Crime*, Ira Lipman offers this advice. “The two most significant factors associated with campus rape are how often a woman dates and the sobriety (or lack thereof) of her date or acquaintance, as well as herself. The more men she dates, the more likely she will at some time find herself with a man with characteristics of an assailant. Also, one significant survey reported that 75 percent of men involved in acquaintance rape had consumed alcohol or drugs immediately prior to the assault. Moreover, 55 percent of the victims had consumed alcohol or drugs before the incident. If a woman does drink, she should do so in moderation and stop before she feels dizzy or high. She should find out what her tolerance is before exposing herself to potentially dangerous social situations.” She should also keep in mind that a man’s tolerance is higher than a woman’s and that party environments can be ideal for the use of date rape drugs as well as other drugs.

He goes on to list some rules to provide some protection from date rape. They are:

- “Be extremely selective in the men you date. Be aware of any signs that may signal a tendency towards assaultive behavior.
- Be on guard when dating athletes or fraternity brothers, particularly first-year students, and especially during your first semester at college.
- Avoid parties where alcohol and drugs are consumed. If you must drink, know and observe your limit.
- Refrain from dating “macho” men who demean women.
- Define your partner as soon as possible—only you can sense the propitious moment—your sexual limits, informing him as to the behavior you consider acceptable and unacceptable. Tell him that kissing, hugging and touching are not a license for intimacy.
- Terminate your date if the man attempts any form of force or intimidation. Even if the man is a classmate or friend, unwelcome behavior is unwelcome behavior.
- Memorize the campus security or emergency telephone number. Write it down and keep it in an easily accessible place as well; if a disturbing situation develops, you may have trouble remembering it.
- Ask a female friend or campus security officer to accompany you home after a late-night party if alcohol has made you dizzy or tired.
- Never leave a party with a man who makes sexual comments that are unwelcome or that make you uncomfortable.
- If your date engages in behavior that makes you feel uncomfortable, be assertive. Tell him if he does not stop, you will end the date.
- Leave immediately with a girlfriend if you find yourself one of few women remaining at a fraternity party.”

Lipman’s outline offers a good guide for women entering college; still there are more considerations that can be addressed.

- Does the college have an escort service that is accessible at night and on the weekends?
- Is there free student transportation to dormitories after dark?
- Are there realistic self-defense courses, either for credit or not, that can provide protection against potential attacks?
- Are there phones throughout the campus that a student can call for transportation or security?
- Is there a safe house for survivors of sexual assault?
- Does the university have individuals trained in dealing with survivors of sexual assault?

Statistics regarding crime on or off campus can be found at <http://ope.ed.gov/security/main.asp>

Selecting The Safe School

Safety from violence may not always be on the top of the list in determining which school to go to however finding out the number of sexual assaults / rapes, their location, time of occurrence, and the parties involved, can provide a layer of security. This knowledge can help you plan a way to stay safe at the school you choose to attend.

Many parents try to obtain this information from the police department that the educational institution is located in. This however paints only a partial picture. A number of colleges and Universities don't always share this information with the local Police Department. They have their own public safety departments set up where they house this knowledge. Consequently, contacting the public safety department should be your first point of contact. Today it may even be done through the internet.

Being Safe At Home

With the knowledge that the majority of sexual assaults occur from someone known to the victim, it is imperative that whether you live in a dorm, an apartment or your parent's home, knowing ways to keep yourself safe from harm is vital.

Assuming that you have already let the person in who is going to attack you whether they are your date, your neighbor, or your ex-boyfriend, you have a number of actions that you can do to be safe including:

- Refraining from drugs and alcohol that impair your judgment.
- Always having an escape plan ready.
- If you are sitting on a sofa, make sure you are sitting toward the end of it so you can use it to extricate yourself with greater ease than being stuck in the middle of it. Plus being in the middle of the sofa allows the attacker to push you over and get on top of you.
- Excusing yourself to use the bathroom and once inside locking the door and using your cell phone to call for help. Always have a cell phone handy.
- Using a commanding voice to tell the person to leave, if you are feeling uncomfortable and want him to go. Don't worry about hurting his feelings.
- Some men, do not respond to commands unless swear words are used so feel free to use them.
- Once an attack has started, reason may go out the window so in that situation, don't think of how to fight back just fight back.

Being Safe on the street

In crimes of sexual violence, assailants act as most criminals do. Prior to an attack, most assailants check out their victims ahead of time. This means that the person you feel staring at you probably is. In addition to the danger signals I mentioned earlier, there are three steps that an attacker uses to check out a potential victim, especially a potential victim whom the attacker does not know.

Step 1: The attacker checks for vulnerability. Are you alone? What is the physical proximity? They pick someone to whom they have access. This may occur in both stranger and acquaintance situations.

Step 2: Testing the target. This is where the attacker takes a low commitment behavior from which they can easily back off to figure out what you are going to do. They want to get a feel for whether you are vulnerable or not, so they may approach you to see what you are going to do. Are you going to act passively to the overtures they are making? If so, that tells them you are the person they are after. However, if you act assertively and establish a boundary and call them on their boundary crashing, you are giving them a signal that this might be too difficult. In a majority of cases, the attacker will back off.

Step 3: Locking on. They have tested you, and you failed. So now they want to scare or intimidate you. At this point you still have your verbal and assertive strategy that you can use, such as defensive voice. This scenario may vary in the acquaintance situation, where the attacker wishes to cajole the victim more to get what he wants rather than act physically. Either way, tell them in a clear and commanding tone to stop what they are doing or to go away. Do not act afraid, as this is what they are after. Do not act indecisive, even though you may have a relationship with this person. The bottom line is for them to follow your commands. Have a cell phone handy and call the police if necessary.

Another option that people feel is viable prior to an actual struggle is running. But there are a number of potential problems with this action. First, remember that the person attacking you is usually going to be bigger than you are. So if you run, he may catch you. Second, if you are in a relationship with the person, the acquaintance may just call you over and grab you without giving you a chance to run. As always, assault is a crime of intent and opportunity. You may be on a bed or sofa or at a party and psychologically you don't want anyone to know what's going on because you are in a relationship with this person. You want them to stop what they are doing but you don't want to injure them. What can you do in these situations?

Obviously, the first thing is to avoid these situations. However, if you cannot avoid it, there are a number of things you can do. If you are attacked, fight back. More and more data demonstrates that fighting back is beneficial to stopping an attack. Also, running is not a bad idea, but you should first surmise if you can outrun your attacker. If not, then hurt your attacker first, so he can't run after you. Still, there may be times when you have to face the fact that you will have to fight back.

Many women have been conditioned from childhood to be passive or submissive and not to fight, so resisting an attack can be psychologically difficult. This may be especially true if the person attacking you is someone you know and trust as an acquaintance. Therefore, there are two ways you can fight back physically when all other techniques have failed. The first is to fight naturally, which means gouging, scratching, punching, biting, kicking, and just plain exploding on him. The second is to focus on the vital points of the attacker, which are the eyes, ears, throat, and groin. The eyes can be most vulnerable when you can make a flicking motion at them or if the opportunity permits, grab the back of his head with one hand and gouge one of his eyes with the thumb of your other hand. Make sure that you have intent and will follow through on your defenses and combine your attack with yelling or screaming. Punching at the throat can have deadly consequences but it is effective as is kicking, punching or squeezing the groin.

As human beings we all have a psychological barrier to hitting someone as well as getting hit. This is only natural. Yet to effectively fight, one needs to go beyond this and outside of military training, one martial art covers this. It is called Systema – Russian Martial Art and is the self-defense system used by certain special operations units of the Russian Special Forces. There is more information about this at www.defenseworks.us.

Additionally, according to Edward N. Ross, Ph.D., the author of *Being Safe*, major research findings on rape avoidance and survival show the following:

- Women can and do deter rape even in situations where resistance appears to be futile.
- Successful resistance can occur regardless of age, ethnicity, education, or lifestyle.

- Most types of resistance proved to be effective in some manner, such as calling a neighbor, making noises, or engaging in revolting behavior.
- Forceful resistance, using physical aggressiveness with or without a weapon, was more likely to provoke attack or injury, but those who resisted were less likely to be raped.
- The more strategies that were combined, such as physical aggression with screaming and yelling, the higher the likelihood of avoiding rape.
- Fleeing or attempting to flee was the most effective but least frequently used strategy.
- The most frequently used strategy—talking—was ineffective to deter a rape. Pleading was ineffective as it acknowledges the rapist's power and domination as well as the woman's submission, thereby increasing the determination to rape. Crying was also mostly unsuccessful.
- All women who did nothing to resist were raped.
- Women who acted immediately, aggressively, and vigorously were the most effective in resisting rape. Initially, aggressive victims were found to be twice as successful in warding off a rape as those who were not.
- Some of those who described feeling enraged toward their attackers for even thinking of raping them were able to avoid rape.
- In spite of offering no resistance at all, some victims were kicked, slapped, and punched as well as raped.

Nothing is 100 percent certain, but this knowledge combined with these principles may save a life. While most of the information presented here deals with avoidance and non-physical strategies, it is strongly recommended to take reality based self-defense courses like Systema.

Chapter 3

Preventing Muggings

Mugging is also a concern students should have. Most often, the mugger will just try to steal a purse or wallet but if he is armed and asks you to go with him, it usually is so that he can hurt or kill you.

Defenses for Women

When you are going into a high crime area or an area you have never been to before. It is wise to have a purse that you won't miss if it is stolen. Put all your valuables in money belts. Modern money belts are very convenient to wear. There are some that one can put around the neck and they unobtrusively hang underneath the blouse while the more traditional models still go around the waist. Put large bills, credit cards, driver's license and any other such document you consider valuable in the money belt. Put cosmetics and everything else in the purse. That way you won't miss it if it is gone.

The method of operation that most muggers use is the grab and run. Some will even cut the back strap of the purse to make it more accessible to grab. It is much easier and safer to let the mugger think he succeeded in robbing you then to resist.

The situation changes drastically when the mugger produces a gun. In this scenario, assuming you have the ability to run to safety, throw down the purse near the criminal and run away. If a man produces a gun even after he has obtained your valuables and asks that you come with him, it's usually to hurt and or kill you.

Defenses for Men

In Milwaukee Wisconsin an executive was held up at gunpoint. The executive complied with the request for his wallet and handed it to the robber who then proceeded to shoot and kill him. Compliance does not always result in the best outcome. Consequently, it is best to carry a "drop" wallet, one which is stuffed with either a number of small real bills, paper money or even newspapers along with your regular wallet. When the criminal asks for your wallet, grab your drop wallet, either pretend to drop it or throw it at or near the robber's feet and run. If you are not alone, make sure the people you are with are aware of this measure as your running away would cue the others to follow you. This is especially necessary if you are there with your wife or date as you would not want to leave them to the devices of the criminal.

It is always recommended to learn self-defense against modern day weapons as well as knowing how they work and how to use them. This helps eliminate the fear associated with having a weapon pulled on you. Be sure to find a high quality reality based self-defense instructor. Further information on the distinction between sport based and reality based instruction is outlined in the book, *How To Be Safe No Matter What*.

Chapter 4

Preventing Fights

It is certainly no surprise that most fights occur in public places such as schools, weddings and bars. Fights between men happen for a number of reasons. Men can fight over women, to exert dominance over another male (bullying for the sake of the ego), and in a professional capacity as boxers, MMA fighters or soldiers as well.

On campus, it is most likely that one would encounter the bar bully. This individual is just looking for the right mark to attack often for the purpose of humiliating them. They can use a number of tactics most often to try to put the blame on their victim for what they want to do. One tactic is that they will look at their intended person until the person notices it through their intuition and turns around only to face the "what are you looking at accusation." This now gives the bar bully the excuse he needs to do a confrontation. They will either, keep talking at you from where they are sitting hoping to get a response or sometimes walk right over to your table and start to argue. When this happens the worst thing one could do is fall for this tactic. Instead, before the bar bully comes over, solicit the help of the waitress and ask her to bring over the bar manager. Why the bar manager? Because it is this person who eventually ends up talking to the police when an incident occurs. Nowadays, a simple fight can lead to a deadly scenario as the most reported crime excuse for shooting someone now is plain, old, simple anger. Get into a fight and you may end up dead.

Chapter 5

Preventing Violence In The Workplace

In today's economy most students work to support themselves through school. This opens up another opportunity to come face to face with violence. For many students part time or even full time employment is a must. At times, students can become victims of violence at work. Is there someone at work of whom you are frightened? Well, you might have good reason to be.

A fired letter carrier from the post office in Dana Point, California, who had been terminated for stalking a female coworker, returned one day in December 1992, opened fire, and killed a coworker. Police later learned that the man had killed his mother prior to the shooting, shot and wounded a woman motorist shortly after it, and then shot and wounded two customers at an automated teller machine in an apparent robbery attempt.

Nearly four out of 10 women killed at work are murdered. According to a report from the U.S. Department of Labor, this makes murder the leading cause of death for women in the workplace. Additionally, the National Institute for Occupational Safety and Health (NIOSH) states that since 1980 at least 750 people per year have been murdered at work. This makes murder the third-leading cause of occupational death overall. Furthermore, in the August 1994 issue of Bureau of Labor Statistics, the U.S. Department of Justice proclaimed the workplace to be the most dangerous place in America.

Although some occupations may be more inherently dangerous, one thing for certain is that workplace violence is making its presence known everywhere. Almost everyone has heard of an incident, whether at their place of work or from the news media. It appears that there are no safe havens.

Violence has even found its way into the healthcare industry. The December 7, 1994 issue of the *Journal of the American Medical Association* reported that there were 106 homicides of healthcare workers between 1980 and 1990, including 27 pharmacists, 26 physicians, 18 nurses, and 17 nurse's aides. In 1992, homicide accounted for 42 percent of work-related deaths among women. Information from the National Victim Center cites recent studies by Northwestern National Life Insurance and NIOSH have identified that the chances are one in four that a worker may be attacked, threatened, or harassed on the job next year.

The impact of workplace violence on employers can be staggering. Six out of 10 incidents of workplace violence occur in private companies. These incidents cost companies \$4.2 billion dollars in lost work and legal expenses in 1992, according to the National Safe Workplace Institute. The institute further calculates that the average cost to employers of a single episode of workplace violence can amount to \$250,000 in lost work time and legal expenses.

Another survey conducted by the National Safe Workplace Institute also paints a gloomy picture. This survey revealed that out of the 248 security and safety directors surveyed in 27 states, nine out of 10 security directors had knowledge of more than three incidents of men stalking women employees. The survey also stated that of those surveyed, 94 percent acknowledged that domestic violence is a "high" security problem at their companies.

Information from the National Victim Center shows that for every murder there are numerous rapes and assaults that often leave victims battered and disabled. According to the U.S. Department of Justice, husbands and boyfriends, current and former, commit more than 13,000 acts of violence against women in the workplace every year. Additionally, statistics illustrate that 20 percent of all workplace incidents against women involving physical injury were traced to a romantic entanglement that involved either a coworker or outside spouse or boyfriend.

In cases where there are legal injunctions or restraining orders barring perpetrators from going to the victim's home, they enter the workplace in their search for the intended victims. "Victims' addresses and telephone numbers can be changed but not necessarily their places of employment" reports the National Victim Center.

In their 1993 book, *Violence in Our Schools, Hospitals, and Public Places*, Eugene D. Wheeler and Anthony S. Baron reveal a 1989 study of violence in 300 hospitals surveyed across the nation. It was found that there had been a sharp upswing in assaults, and that half of the assaults took place in the emergency room. Furthermore, a 1991 study of 1,200 emergency room nurses showed that two out of three reported they had been assaulted during their careers.

Beyond these recommendations, is there a way an employer can red flag a potential problem employee? According to John E. Douglas, Chief of the FBI's

Investigative Support Unit, National Center for the Analysis of Violent Crime, some of the potential employee behaviors that should place employers and employees on alert include:

1. Having an obsession with weapons;
2. Excessively discussing weapons;
3. Compulsive reading and collecting of gun magazines;
4. Making direct or veiled threats;
5. Intimidating or instilling fear in others;
6. Having an obsession with ones job;
7. Showing little involvement with co-workers;
8. Displaying unwanted romantic interest in a co-worker;
9. Exhibiting paranoid behavior;
10. Being un-accepting of criticism;
11. Holding a grudge;
12. Having recent family, financial academic, social, legal or other personal problems;
13. Showing interest in recently publicized violent acts;
14. Testing the limits of acceptable behavior;
15. Making extreme changes in behavior or stated beliefs;

A word of caution. This list is just to develop awareness of potential risk behaviors. There is no definitive checklist of behavioral indicators for potential violators.

What Can You Do?

Preventing violence in the workplace is a two way street. Employers can only act on information they receive. If an employee remains silent about their suspicion they must accept the burden of whatever tragedy unfolds. Employees can prevent workplace violence when:

- They report inappropriate behavior promptly.
- Take self-defense lessons.
- In a bar, do not drink alcohol during work.
- Avoid illegal drugs.
- They seek help for domestic abuse situations that they maybe experiencing either on their own or through employer assistance.
- They make employers aware of potential stalking situations.
- They use an anonymous employee tip line, notify Employee Assistance or Human Resources if they suspect or overhear that a violent act may occur or that an employee has stated a desire to commit acts of violence, has obtained a weapon within the last 90 days, talks a lot about weapons, is paranoid, spies on other employees, seems like he has a huge chip on his shoulder, believes he or she is unfairly picked on or is continually depressed.
- They take measures to reduce your own stress levels by taking care of

themselves emotionally, physically, and spiritually.

- They recognize when you must get professional help and get out of an abusive relationship immediately.
- They follow their intuition or gut feeling.
- They verbalize safety concerns with the appropriate person.
- They document all inappropriate behavior in a journal.
- They obtain a restraining order on a coworker when appropriate.
- They create and use a code word to indicate that a dangerous situation may occur.

While some of this advice may appear like plain and simple common sense, often times, many people just find themselves thinking that they are too busy to address some of these issues until they build up to a boiling point of tragedy. Don't wait. The life that you save may be your own.

Stalking in the workplace

Since a woman can change her address and her phone, the stalker looks for the only thing that is hard for her to change and that is her place of work. According to Chris Harris the author of *The Complete Idiots Guide to Self-Defense*, "Stalkers generally share some common characteristics. These are worth knowing so you can be on the lookout. Keep in mind, however, that this list is very general and is only meant to serve as a rough guide. Stalkers tend to be:

- 20 to 40 years old on average.
- Usually very intelligent.
- Introverts or withdrawn socially.
- Not sexually active.
- Lacking in healthy relationships with members of the opposite sex.
- Television fanatics.
- Usually very lonely.
- Extremely persistent.
- Made jealous easily.

Stalking is a crime and should be reported immediately to the appropriate personnel at your work as well as your local law enforcement agency. In many cases it is possible to get a restraining order against the stalker. While it has been popularized in the media that such an order may not actually protect the victim, it is still desirable to obtain because even the slightest violation can send the perpetrator to jail. Plus it creates a paper trail that can be used by the victim should the stalker violate the order and the victim uses force or deadly force to protect herself.

Praise for *How To Be Safe No Matter What*

“If your life is important to you, read this book, then give it to someone you love. Mr. Manko outlines simple steps that you can take today to protect yourself, your friends, and your family from the predatory threats lurking in our world. Best of all, he does this without instilling panic or fear in the reader, building on an underlying theme of humanity and compassion. Absolutely empowering.”

KEVIN SECOURS, Director of Integrated Fighting Systems and Author of *The Dragon Mind Method*

“Clearly the most practical, concise, informative, and eminently readable book on personal and family safety ever published. Ideal for everyone of every age level who wishes to realistically protect themselves and the lives of loved ones from the very real danger of violence in today’s world. As a Family Law Attorney, I am very aware of the devastating results that violence can have in the lives of men, women, and children. This life-saving book covers the broad range of violent acts, almost from birth to death, and offers the solutions to resolve, reduce, and prevent them. Get it before you or someone you love becomes a statistic.”

ATTORNEY GREGG HERMAN, Chair, Family Law Section, American Bar Association

“Wesley Manko shares firsthand knowledge of wise self-defense practices to help keep us from threatening situations, and how to safely get out of them if we find ourselves confronted by them. Good basic self-defense tactics that work in the real-life situations any of us may confront at any time, providing the reader with a feeling of empowerment.”

WENDY K. BAUMANN, President, The Wisconsin Women’s Business Initiative Corporation

“Practical self-defense information for adults and adolescents, especially for women and girls who care about their own personal safety.”

MARY PLACKOWSKI, Outreach Services Director, Advocates of Ozaukee, working to end domestic and sexual violence

“If you’re serious about preventing violent crime, look no further than this book. These are real, proven self-defense strategies that can help you avoid violence and even save your life.”

BOB FRISCH, President, Northshore Crime Stoppers, Milwaukee

“Wesley Manko’s book is a good overview of practical ways to protect yourself and those you love. Whether you are caring for your children, thinking of your spouse or a

single man or woman, this book helps you proactively think through a variety of situations. Based on years of research, experience, and training, Manko offers specific ways to deal with preventing harm and dealing with threatening situations. This book is a good resource guide for individual use or group study.”

REV. SUSAN A. PATTERSON-SUMWALT, Senior Pastor of the United Methodist Church, Whitefish Bay, Wisconsin

“Profoundly simple and insightful, Wes Manko’s book effectively bridges the gap between sport martial arts and lethal military hand-to-hand combat techniques. This book will truly allow you to ‘adapt to the fight’ and is a must for anyone who desires to live with confident security. If you’re an avid reader, make this book next on your list...if you’re not, start here!”

MAJOR THOMAS GUALANDI, USMC

“This book has an immense amount of thought-provoking information as it relates to self-defense and everyday living. The author offers a unique and direct approach to a wide array of topics that could easily be an entire book series.”

MASTER MARK GRIDLEY, Director/Founder of Anatomical Targeting Strategies

“Insightful and informative advice for people of all ages and abilities. You don’t have to be a martial artist to implement these practical life-saving suggestions. The author offers an honest and realistic program that works by providing safe solutions to the many possibilities of violence that face each of us everyday.”

MASTER INSTRUCTOR TAE KWON DO SAHNYA THOM

About the Author

Wesley Manko is one of America’s foremost personal safety and self-defense experts. The Founder and President of DEFENSEWORKS, he provides corporations, military and non-profit organizations with realistic and effective self-defense training. He is also a faculty member of Mount Mary College where teaches women’s self-defense and has also taught self-defense at Marquette University, University of Wisconsin-Milwaukee, Edgewood College, Cardinal Stritch and Gateway Technical College.

His academic background consists of college degrees in Police Science and Criminal Justice as well as a Master’s Degree in Public Administration. Since 1973, he has trained in numerous martial arts including Police Defensive Tactics, Aikido, Tae Kwon Do, Fencing, Boxing, Chin-Na, Tai Chi Chuan, Aiki-Jitsu, Ninkage Ryu - Ninjutsu,

Chinese Kempo, Ryu Kyu Kempo- Kyusho-Jitsu, Combat Hapkido and Systema. He currently is a Certified Systema – Russian Martial Art instructor, which he teaches to the public at various locations.

Some of his clients include U.S. Marines, Army Rangers, Fortune 500 companies, domestic abuse prevention organizations, college students, sororities, teachers, families, girl scouts, and security and law enforcement professionals. In 2005, Mr. Manko was awarded a citation from the Wisconsin State Assembly for teaching violence prevention and realistic self-defense.

Mr. Manko has been published in black Belt Magazine, Self-Defense for Women Magazine as well as other national and local periodicals. He has also appeared in Milwaukee on The Morning Blend, CBS, ABC, MPTV and FOX TV as well as a number of radio programs. More information can be found at www.defenseworks.us