

THREAT ASSESSMENT GROUP®



**WORKPLACE VIOLENCE
PREVENTION**



**TAG'S LIFE RING LOGO
REPRESENTS OUR MISSION
TO HELP YOU IDENTIFY AND
SAVE PEOPLE AT RISK**



ABOUT TAG

A Vaccine for Violence

TAG was founded by renowned forensic psychiatrist Park Dietz, M.D., M.P.H., Ph.D., who consulted on his first corporate threat case in August 1978, his first day as an Assistant Professor at Harvard Medical School, and recognized that this was a problem that could be solved through interdisciplinary expertise in four areas: injury prevention, mental disorder, criminal behavior, and threatening communications. He'd already studied the first three at Johns Hopkins and the University of Pennsylvania, and he pioneered the scientific study of threatening communications with support from the National Institute of Justice as a Professor of Law and Psychiatry at the University of Virginia. As a consultant to corporations, universities, and the FBI on threats, violence, bombings, and product tampering, he saw a pattern of missed opportunities for prevention and concluded that reacting well to crises was not enough. He founded TAG to develop and deliver systematic, proactive prevention.

From its inception in 1987, TAG has provided a proactive approach focused on crisis prevention through early warning systems, early intervention, and the prompt and safe resolution of behavioral problems. TAG has partnered with many of the world's leading employers to develop innovative and best practices in workplace violence prevention and the management of misconduct in work settings. TAG's innovations are industry standards, and its procedures and training materials are widely imitated.

WHY TAG?

- The world's first company devoted to workplace violence prevention (1987)
- The world's first course on workplace violence prevention (1993)
- The best success record in the industry: 0 dead, 0 injured, 0 lost lawsuits
- Qualifications that dwarf the competition
- The best value in the industry

“A must for any HR or Security professional.”

— Thomas Pye, Sr. Investigator, Honeywell

“Put it at the top of your training list.”

— Kevin Corliss, Corporate Employment Counsel, Corning Inc.

“...best in the field with the most qualified instructors.”

— Dennis W. Kennedy, Area Security Manager, Florida Power & Light

**NO HARM HAS COME TO ANYONE
WHO HAS TAKEN OUR ADVICE**

OUR TEAM

Our interdisciplinary team is drawn from the top ranks of forensic psychiatry, forensic psychology, and FBI Instructors, whose expertise with threats, dangerous behavior, and violence is comprehensive and unparalleled. TAG experts have guided the management of many thousands of high-risk cases. Courtroom experience in thousands of trials significantly informs our approach to training and case management.



Park Dietz, M.D., M.P.H.,
Ph.D. Founder



Aaron Cohen
VP of Business Development



Heidi Keyes
Operations Manager



Tina Boehm
Administrative Assistant



Joel Dvoskin, Ph.D, A.B.P.P.



Bill Irwin (FBI, Ret.)



Steven E. Pitt, D.O.



Ray S. Mey (FBI, Ret.)



Gregg O. McCrary, M.A. (FBI, Ret.)



Erin Nelson, Psy.D.



Ronald P. Walker, M.A. (FBI, Ret.)



Lauren Ambrozic, M.A.

TAG Consulting and Training Experts

TAG Forensic Evaluators

Throughout the US and Canada, TAG's extended network of leading forensic psychiatrists and psychologists evaluates employees for violence risk, fitness for duty, disability, or psychological damages in sexual harassment, discrimination, bullying, and personal injury claims.

TRAINING

TAG offers comprehensive training in violence prevention for corporate workplaces, educational communities, government agencies, and others. With programs that are tailored to every level of an organization--including professionals who manage violence risk, managers and supervisors, employees, faculty, students, and others--TAG training is available in a variety of media and at a range of pricing to meet your needs.

SPECIALIST TRAINING

TAG's training for professionals who manage violence risk—whom we call Specialists—is a comprehensive introduction to the core principles, key themes, and effective management strategies for violence prevention. Delivered by leading experts in live events, webinars, or online videos, this 12-lesson course provides both foundational and advanced information necessary to manage behavioral risks and threats within an organization. The curriculum draws on TAG case studies to give participants experience in analyzing case facts and formulating a safe management plan.

“Risk and liability avoidance alone will pay for TAG training many times over.”

— David K. Metta, Deputy Director, Security & Counterintelligence Division, Argonne National Laboratory

The 2017 Corporate Curriculum For Specialists Covers:

- Principles of Workplace Violence Prevention
- Investigation
- Assessing and Managing Workplace Threats
- Intimate Partner Violence and the Workplace
- Stalking
- Cyberstalking and Related Misconduct
- Life Stress, Personality Disorder, and Substance Abuse
- Mental Illnesses and Suicide Prevention
- Safe Termination
- Problematic Former Employees
- Managing Unwanted Communications and Visits
- Preparing for an Armed Attack



MANAGER / SUPERVISOR TRAINING

TAG'S training for managers and supervisors may be delivered on site in live sessions by TAG instructors or your instructors, through webinars, through online training on your LMS, through booklets, or through a combination of these media.

Lessons for this audience include your choice of three lessons:

- Managing Troubled People
- Managing Troubling Situations
- Responding to an Armed Attack

The first two lessons provide those who supervise others the supervisory skills necessary to respond appropriately to early, middle, and late risk indicators.

EMPLOYEE TRAINING

TAG'S training for employees may be delivered on site in live sessions by TAG instructors, your instructors, or your managers; through online training on your LMS; through booklets and handouts; or through a combination of these media.

Lessons for this audience include your choice of three lessons:

- Your Role in Workplace Violence Prevention
- Gatekeeper Safety: How to Deal with Unwanted Writings, Calls and Visits
- Responding to an Armed Attack

The first lesson emphasizes the importance to the community of early reporting.



E- LEARNING

TAG's 2017 E-learning courses consist of three suites of training programs for three different audiences who differ in the degree of responsibility they have for managing the risk of workplace violence. The Specialist Suite may be licensed for use on your company's Learning Management System (LMS) or for use through our online e-learning platform. The Manager/Supervisor Suite and Employee Suite may be licensed for use on your company's LMS, and a video version is available to companies that do not have an LMS. Companies of all sizes can now access training previously available only to the largest multinational companies.

SPECIALIST SUITE

Audience: Anyone responsible for conducting investigations or for guiding decisions about discipline, termination, or workplace violence prevention policies and procedures (e.g., human resources, employee relations, security, employment law, and compliance).

1. Principles of Workplace Violence Prevention

Learn about the universal causes and effects of workplace violence, TAG's 12 Maxims, the team approach to case management, everyone's role in prevention, and TAG's Key Tenets.

2. Investigation

Learn about the basics of investigation, the steps in a preliminary investigation, when to escalate the case to the team, when to consult TAG, supplemental and special investigations, and interviewing. (Includes case studies.)

3. Assessing and Managing Workplace Threats

Learn the purpose of threat assessment, what constitutes a threat, 20 warning signs of violence, situational risk factors, risk factors for the mentally ill, protective factors, and principles of risk assessment and threat management. (Includes case studies.)

4. Intimate Partner Violence

Learn about the prevalence of intimate partner violence, the effects on the workplace, predictors of a lethal outcome, TAG's basic approach, when to escalate cases to the team, the pros and cons of restraining orders, and the protection of targeted victims. (Includes case studies.)

5. Stalking

Learn about the definitions, statistics, and impact of stalking, commonly reported behaviors, risk factors for violence by stalkers, the 5-step process of stalking, and stalker management strategies. (Includes case studies.)



6. Cyberstalking and Related Misconduct

Learn about the definition, features, and laws against cyberstalking and cyberbullying and the problem of cyberslamming and other web-based misconduct that may target your employees. (Includes case studies.)

7. Life Stress, Personality Disorder, and Substance Abuse

Learn about the workplace impact and signs of stressful life events, personality disorders, and substance abuse and some recommended management techniques. (Includes case studies.)

8. Mental Illnesses and Suicide Prevention

Learn about the workplace impact and signs of common mental illnesses, available management strategies, risk factors for suicide, and methods of suicide prevention. (Includes case studies.)

9. Safe Termination

Learn the signs of an end-stage employee, the recommended timing, location, and agenda for termination, steps to take during high risk terminations, when to terminate by phone, and recommended termination softeners. (Includes case studies.)

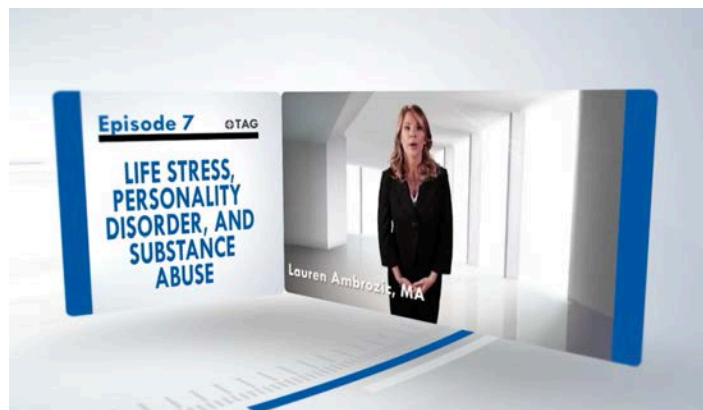
10. Problematic Former Employees

Learn about the predictors and forms of post-employment misconduct and recommended strategies for preventing access and managing harassment. (Includes case studies.)

11. Unwanted Communications and Visits Learn about warning signs of violence by outsiders, the need for an early warning system and how to create one, the importance of documenting and assessing all unwanted contacts, not just threats, what to look for in assessment, and how to handle unwanted writings, calls, and visits. (Includes case studies.)

12. Preparing for an Armed Attack

Learn about armed attackers, how to prepare your organization for an armed attack, what to expect from law enforcement, general guidelines for all incidents, and specific guidelines for four scenarios: armed attacker in an open area; armed attacker outside your building; armed attacker in your building; and armed attacker in your room. (Includes case study.)



MANAGER/SUPERVISOR SUITE

Audience: Anyone who manages or supervises other employees or contractors.

1. Managing Troubled People

Learn how to identify workplace behaviors that you can discuss with your employees to improve performance, how to identify behavioral emergencies, and when to seek guidance from others.

2. Managing Troubling Situations

Learn how to identify workplace behaviors that you should report to others who have specialized training to assist you.

3. Responding to an Armed Attack

Learn how you and your employees should respond in the event of an armed attack.



EMPLOYEE SUITE

Audience: Anyone who does not manage or supervise others.

1. Your Role in Workplace Violence Prevention

Learn what you should observe and report. You can help save someone's job and maybe even save a life.

2. Gatekeeper Safety: How to Deal with Unwanted Writings, Calls, and Visits

Learn how to identify, deal with, and report unwanted writings, calls, and visits.

3. Responding to an Armed Attack

Learn how you should respond in the event of an armed attack.





CONSULTING

VIOLENCE PREVENTION

Over the course of nearly 30 years, TAG has helped organizations of every description translate a commitment to violence prevention into practical steps for creating model prevention programs.

We're experienced in managing near-term prevention needs--including responding to individual, high risk cases--while providing you the tools and consultation you need to install organization-wide prevention programs with lasting value.

If you call us before a crisis peaks, we can help you save lives. If you call us when you aren't distracted by a crisis, we can help you create a safer, more productive environment less prone to crisis.

We can work within your budget to deliver any or all of the following:

- Introducing violence prevention to senior leadership
- Benchmarking existing capabilities
- Policy development
- Creation of cross-functional response teams
- Comprehensive training in a variety of media
- Reporting protocols
- Case Consultation
- Facility Consultation
- Investigative Consultation
- Litigation Support

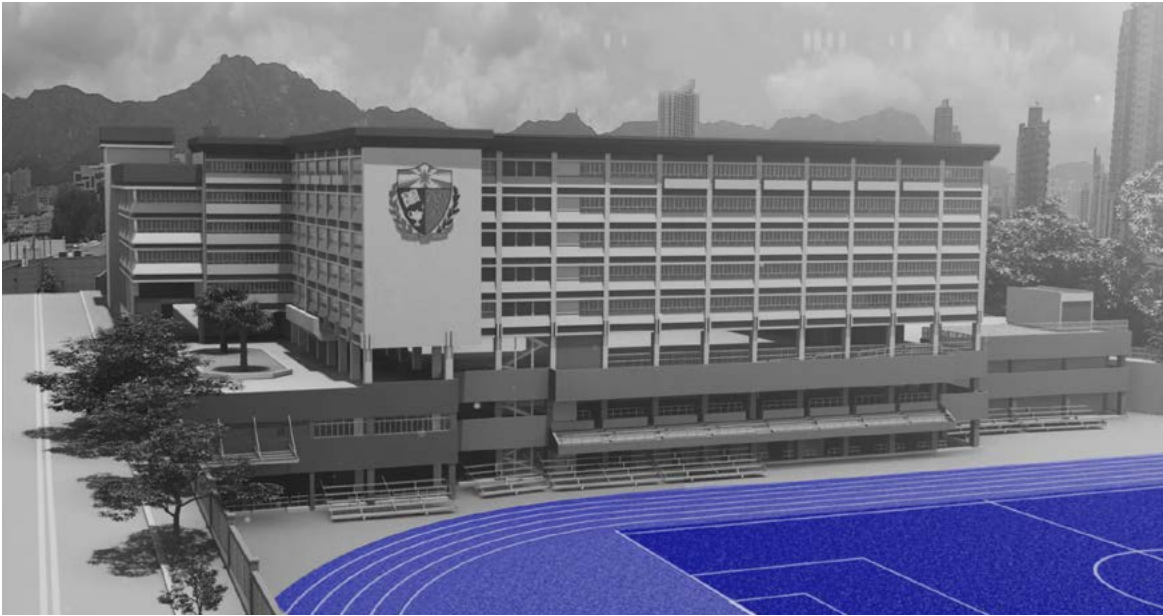
CASE CONSULTATION

When the behavior of an individual or group causes safety concerns, TAG helps clients conduct a discrete investigation, identify and assess all risks, and develop a specific action plan. A TAG case consultation typically begins with an intake process (basic information, request for documents, and scheduling), review of any documents, and a conference call.

While most case consulting can be done telephonically, TAG experts are available for on-site consultation, interviews, coordination with mental health or law enforcement personnel, or high-risk negotiations, discipline, or terminations. Written reports, second opinions, affidavits, declarations, and expert testimony are all available upon request.

Examples of cases in which clients regularly call on TAG for assistance:

- A client requests assistance in assessing and managing a threat, intimate partner violence, or stalking.
- A client requests help interviewing or terminating someone considered unstable or dangerous.
- A client needs analysis, assessment, and investigative strategies for anonymous or inappropriate communications, graffiti, vandalism, or tampering.
- The CEO (or other senior executive) is a target victim.
- The "victim" is the suspected source of a threatening communication.
- A case presents unfamiliar challenges.
- A client seeks guidance on whether and where to send an employee for a fitness for duty evaluation.
- A client seeks a referral for an Independent Medical Examination (IME).
- A client wants a written report or a second opinion from an external consultant.



FACILITY CONSULTATION

TAG offers a broad range of services to help clients assess risks and solve serious problems linked to a specific location or facility. Drawing on experts with deep experience in security, behavioral analysis (profiling), criminal behavior, threat assessment, interviewing, forensic psychology, and forensic psychiatry, TAG is uniquely positioned to provide:

Behavioral Investigations

TAG uses a variety of behavioral science methods, including but not limited to analysis of writings, observation, surveys, and interviews, to identify the sources of risk to employees, contractors, and visitors and to identify the root causes of such organizational concerns as ineffective management, employee fears about personal security, behavioral contagion (e.g., suicide clusters, mobbing, or radicalization), and declining productivity.

Site Security Surveys

In the wake of the tragedies and monthly active shooter incidents at workplaces, campuses, and public gathering venues throughout the U.S., efforts are needed to address security gaps and establish a safe and secure environment. These gaps are in a state of constant evolution as new forms of terrorism and asymmetric threats present themselves. The areas identified below can be tailored to your specific needs and requirements:

- Basic Gap Analysis
- Facility Vulnerability Assessment
- Facility Risk Assessment
- Standard Response Annex Procedures for specific threats and incidents
- Comprehensive Facility Crisis Response Plan Development
- Security Site Survey
- Risk Awareness Validation

INVESTIGATIVE CONSULTATION

TAG provides behavioral analysis (profiling) to help identify unknown suspects and to develop investigative and interviewing strategies in support of the internal investigation of criminal behavior, threats, harassment, misuse of organizational assets, and other misconduct.

TAG Experts have worked alongside management teams and law enforcement in the prevention, investigation, and crisis response to sexual assaults, homicides, mass shootings, bombings, bioterrorism, product tampering, and other emergencies.

LITIGATION SUPPORT

When clients are sued for employment discrimination, sexual harassment, bullying, wrongful termination, negligent supervision, negligent retention, negligent security, or workplace violence, TAG can assist in the investigation, assessment, and, where appropriate, defense of these claims.

Litigation-related services, including expert witnesses in medicine, the behavioral sciences, security, and forensic science; surveys of jury pools; and focus groups are provided through TAG's sister company, Park Dietz & Associates, Inc. www.parkdietzassociates.com



TAG360

TAG360, OUR MOST COMPREHENSIVE WORKPLACE MISCONDUCT PREVENTION PROGRAM EVER, PROVIDES:

PriorityOne Case Consultation Service: 24-hour per day, 7-day a week availability of TAG Experts to consult on strategies to prevent violence toward persons, property, or products.

Unlimited Internal Use of TAG's E-Learning Courses: TAG's comprehensive, interactive e-learning on workplace violence prevention with 12 lessons for Specialists, 3 lessons for Managers and Supervisors, and 3 lessons for Employees.

Sample Course Announcements: A template for communicating the launch of TAG's e-learning courses to each audience in the organization.

Manager's Guide to a Safe and Respectful Workplace: TAG360 Clients are licensed to edit, customize, and distribute our booklet for managers and supervisors.

Employee's Guide to a Safe and Respectful Workplace: TAG360 clients are licensed to edit, customize, and distribute our booklet for employees.

TAG's Model Policy: TAG360 Clients are licensed to adopt it or to use it in formulating or modifying their own policy.

Sample Team Charter: TAG360 clients receive a sample charter for forming or improving an interdisciplinary team to manage the program roll out and cases, including recommended name, composition, mission, and duties.

TAG Case Intake Form: TAG360 Clients are licensed to use TAG's proprietary Case Intake Form to guide internal investigations and submit cases to TAG for consultation.

Unwanted Contact Report Form: Designed to accompany the online training, this form for all employees provides a simple format for recording observations about unwanted writings, calls, and visits.

Discounts: TAG360 Clients receive a 20% discount on all TAG offerings, including all forms of consultation and training.

**30 YEARS
ZERO CASUALTIES**

THREAT ASSESSMENT GROUP®

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