



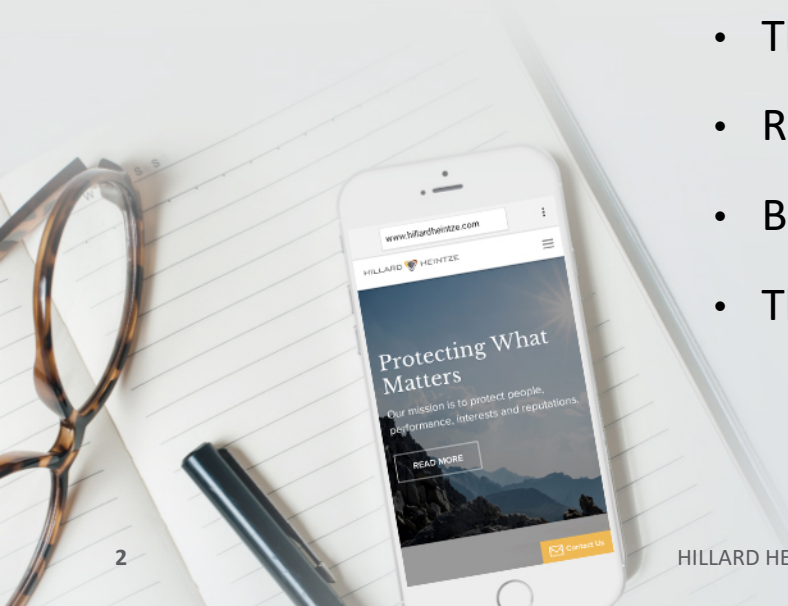
PRESENTATION TO BUILDING OWNERS AND MANAGERS ASSOCIATION OF
CHICAGO

Illinois Workplace Violence Prevention Act and Security Practices

September 17, 2019

TODAY'S AGENDA

- Employer, Tenant and Landlord Objectives
- The Violence Risk Landscape Today
- Risk Factors for Violence
- Best Practices for Handling Orders of Protection
- The Violence Prevention Approach





EMPLOYER, TENANT AND LANDLORD OBJECTIVES

The landlord's connection to workplace violence

Violence stems from an interaction among the individual, the situation, the setting and the target or victim





EMPLOYER, TENANT AND LANDLORD OBJECTIVES

Landlord costs of failing to address concerning behaviors

- Litigation
- Insurance
- Sabotage
- Reputation damage
- Loss of confidence



THE VIOLENCE RISK LANDSCAPE TODAY

Corporate risks of workplace violence

- Risk of active assailant events continues
- Vulnerability strategies have traditionally focused on catastrophic events such as hurricanes and terrorist attacks
- Active shooter mitigation and prevention is part of the risk profile planning for a growing number of corporations





THE VIOLENCE RISK LANDSCAPE TODAY

Relevant statutes

- Illinois Workplace Violence Prevention Act
- Illinois Domestic Violence Act
- The Illinois Workman's Compensation Act
- OSHA
- The Health Insurance Portability and Accountability Act (HIPAA)



RISK FACTORS FOR VIOLENCE

Restraining orders, orders of protection and physical security

An order of protection is often a signal that an employee is facing a situation that could affect the workplace

A workplace order of protection is further concern for the work force





RISK FACTORS FOR VIOLENCE

Common problems with orders of protection

- Lack of communication and awareness
- Hesitation to get involved
 - Belief that it is someone else's responsibility
 - Belief that behavior is an isolated incident
 - Belief that duty/loyalty is owed
- Hesitation to escalate

RESTRAINING
ORDER



BEST PRACTICES FOR HANDLING ORDERS OF PROTECTION

Establish key parameters for information

- Access rights
- Specific protections – ensure building is included, not just tenant offices
- Advance notice of termination
- Identification shared with security staff



BEST PRACTICES FOR HANDLING ORDERS OF PROTECTION

Standardize protocols at the building security level

- Encourage employees and tenants to report protective orders to HR and Security
- Establish policies on how those reports will be managed and shared
- Ensure notice when the place of employment is reflected in the order
- Monitor facility access attempts, increase presence based upon risk and threat
- Document all known instances that violate the order of protection
- Maintain awareness of social media statements regarding the facility
- Coordinate with your CPD business liaison or the local police jurisdiction



BEST PRACTICES FOR HANDLING ORDERS OF PROTECTION

Preventive efforts by management and landlords

- Implement workplace training for staff and tenants
- Conduct joint training with tenants over the technical responses and facility security
- Train receptionists, post security and client facing employees to recognize and report early warning signs
- Engage in quarterly discussions specific to active threat and security



THE VIOLENCE PREVENTION APPROACH

Shared ownership and information

- Focus on a safe workplace - not just employee management
- Open lines of communication
- Share reporting and documentation protocols
- Plan for management and reduction of threats
- Maintain a global perspective
- Adhere to consistent application of policies





THE VIOLENCE PREVENTION APPROACH

Ongoing engagement

- Routine meeting cadence
- Agreed threat identification protocols
 - Site Security Officer (SSO)
 - Tenant Human Resources
 - Tenant Legal Counsel
 - Landlord Legal Counsel (if needed)
- Additional members internal and external as required – e.g. local police



QUESTIONS AND DISCUSSION



Debra Kirby, Esq.
Senior Vice President, Operations
debra.kirby@hillardheintze.com
312.229.9809