



Preparing For Civil Unrest

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Awareness of Civil Unrest, Flash Mobs, or Riots

Civil Unrest

(or civil disturbance) means acts of violence and disorder detrimental to the public law and order. It includes acts such as riots, acts of violence, insurrections, unlawful obstructions or assemblages.

“Civil Disorder”

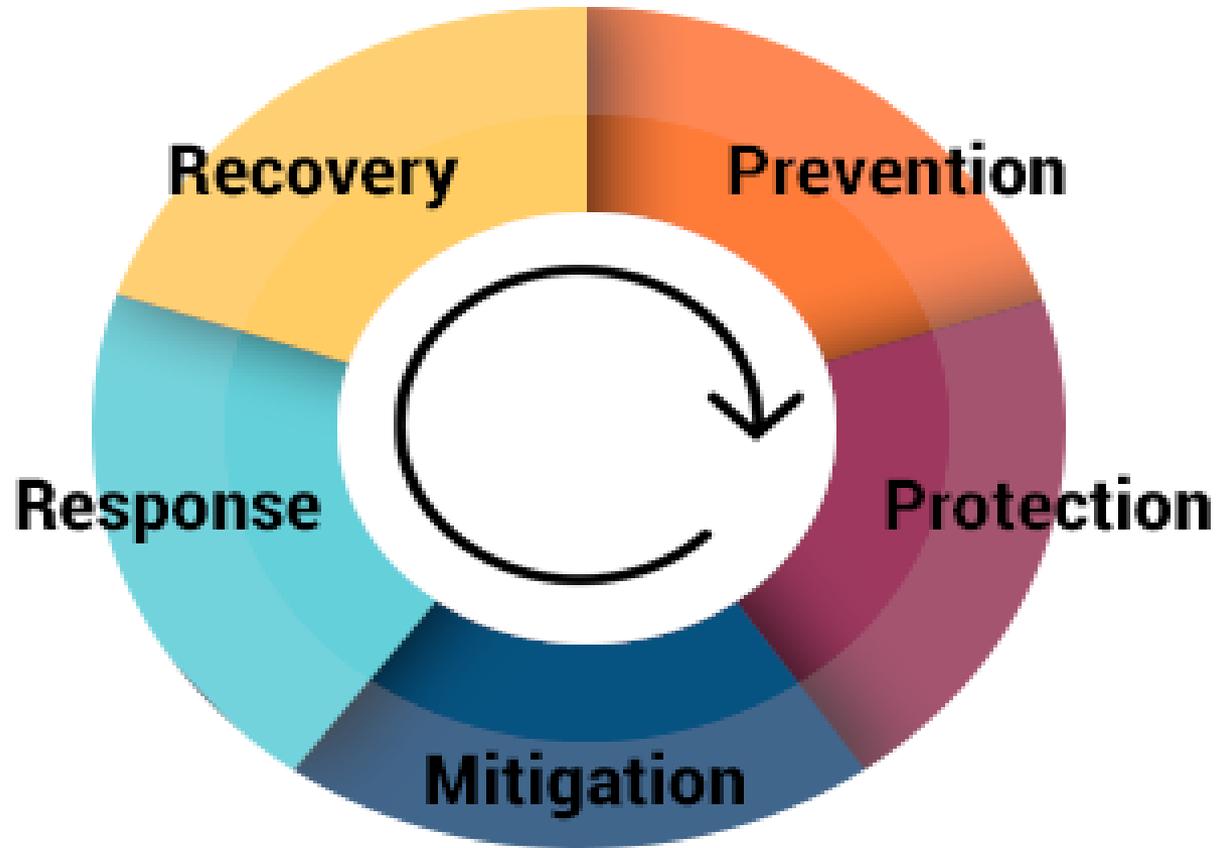
Defined by 18 USC § 232 as any public disturbance involving acts of violence by assemblages of three or more persons, which causes an immediate danger of or results in damage or injury to the property or person of any other individual.

Agenda

- Emergency Planning (Review)
- Awareness
- Protecting Yourself
- Protecting Employees at the Workplace
- Q & A



Review: Mission Areas of Emergency Management



Mission Areas of Emergency Planning

Based on the National Response Framework –
Centered Around 5 Mission Areas:

- 1. Prevention
 - 2. Protection
 - 3. Mitigation
 - 4. Response
 - 5. Recovery
- Before**
- During**
- After**

➤ **IMPORTANT:** Don't forget about
*Business Continuity & Lines of
Succession.*



Situational Awareness

Color Codes of Awareness

(Col. Jeff Copper, USMC)

Code White

Code Yellow

Code Orange

Code Red

Problem:

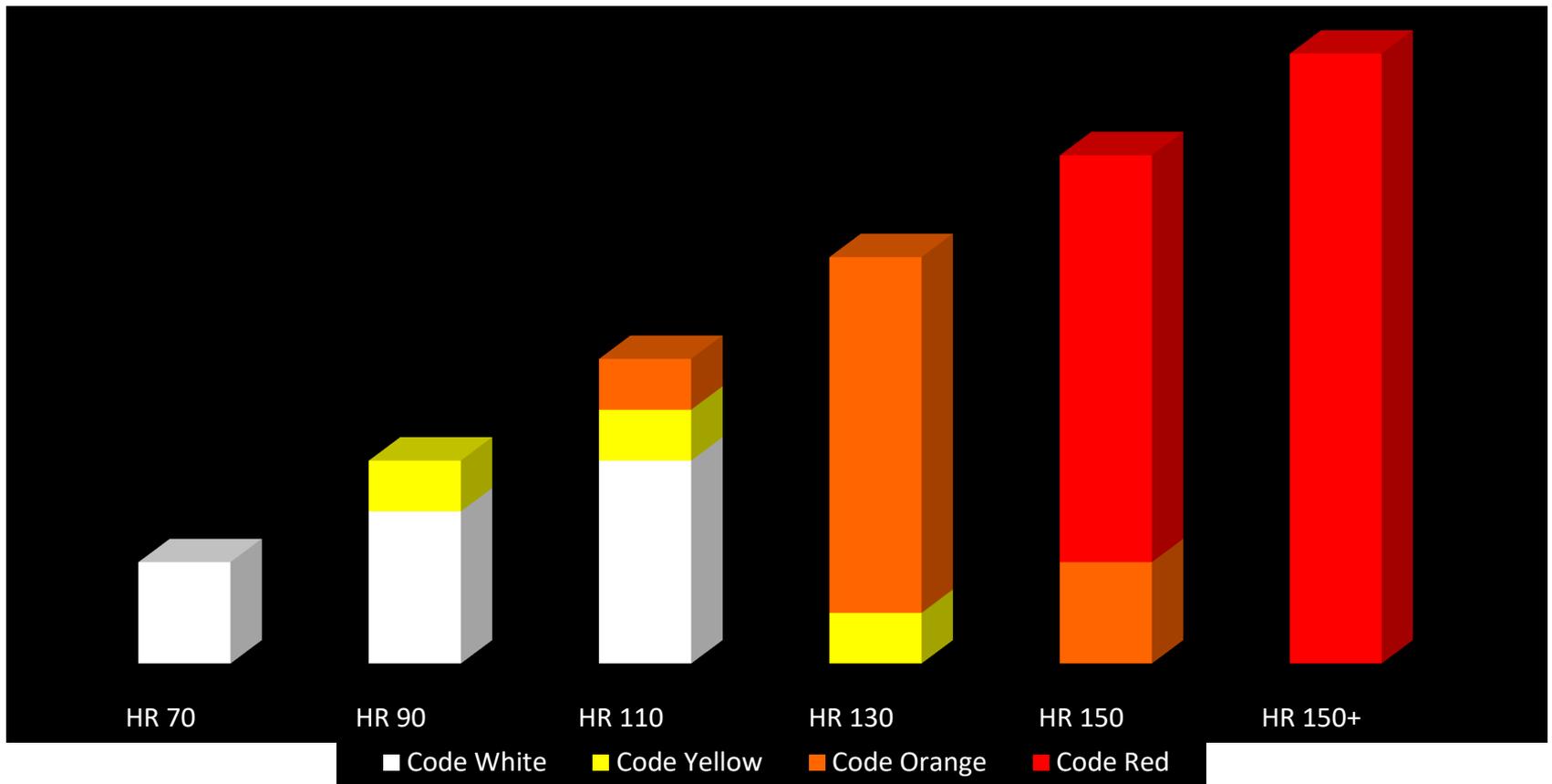
Most people cannot define
"Constant State of Awareness"

"Awareness" Simplified

- **"Home" Awareness:**
 - Relaxed and unaware of external threats, but also conscious of security.
- **"Familiar" Awareness:**
 - Away from home – people/place are known to you.
 - Ex: Kid's school, work, church.
- **"Unfamiliar" Awareness:**
 - Away from home – people/place are unknown to you.
 - You may be very familiar with the location but not the people, or
 - Familiar with people but not the location.

Physical Effects in a Crisis

Heart Rate



The Lizard Brain vs. the Rational Brain



Fight or Flight

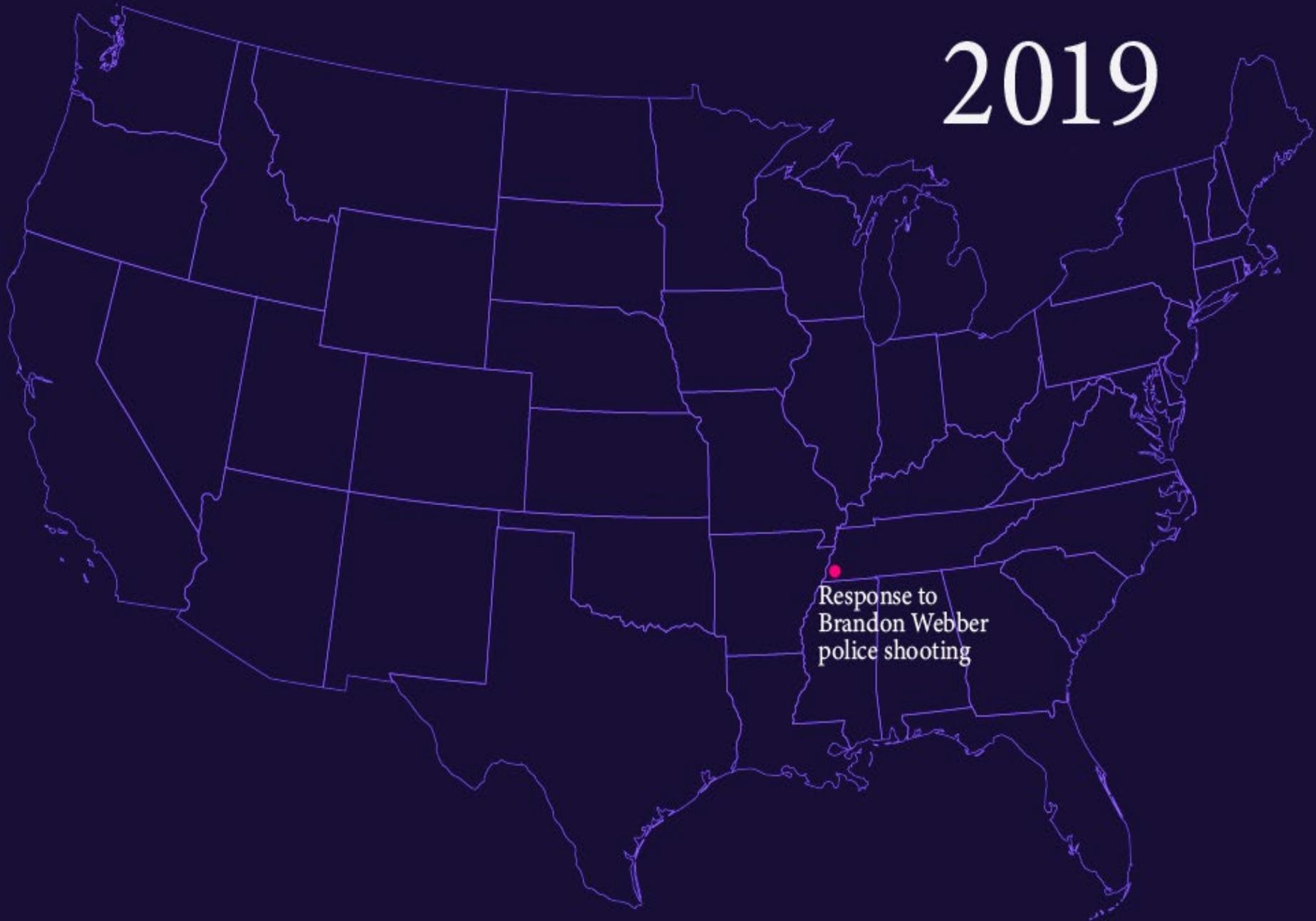
- **Denial:** Our brains want to normalize situations – to fit what is happening into patterns of things that we have experienced previously. If we don't have training or experience in a particular emergency, we will create a non-disaster context that seems to make sense.
- **Deliberation:** The deliberation, or “milling,” phase is when people want to confirm the danger and potential actions with others and seek more information. Having knowledge and training in how to respond to a hazard will allow the brain to cognitively respond to the disaster much faster and reduce the time spent in deliberation.
- **Decisive Moment:** This moment occurs when individuals accept the reality of the situation and decide to act (or not).

Crime Triangle

A Crime Must Have 3 Elements To Complete:

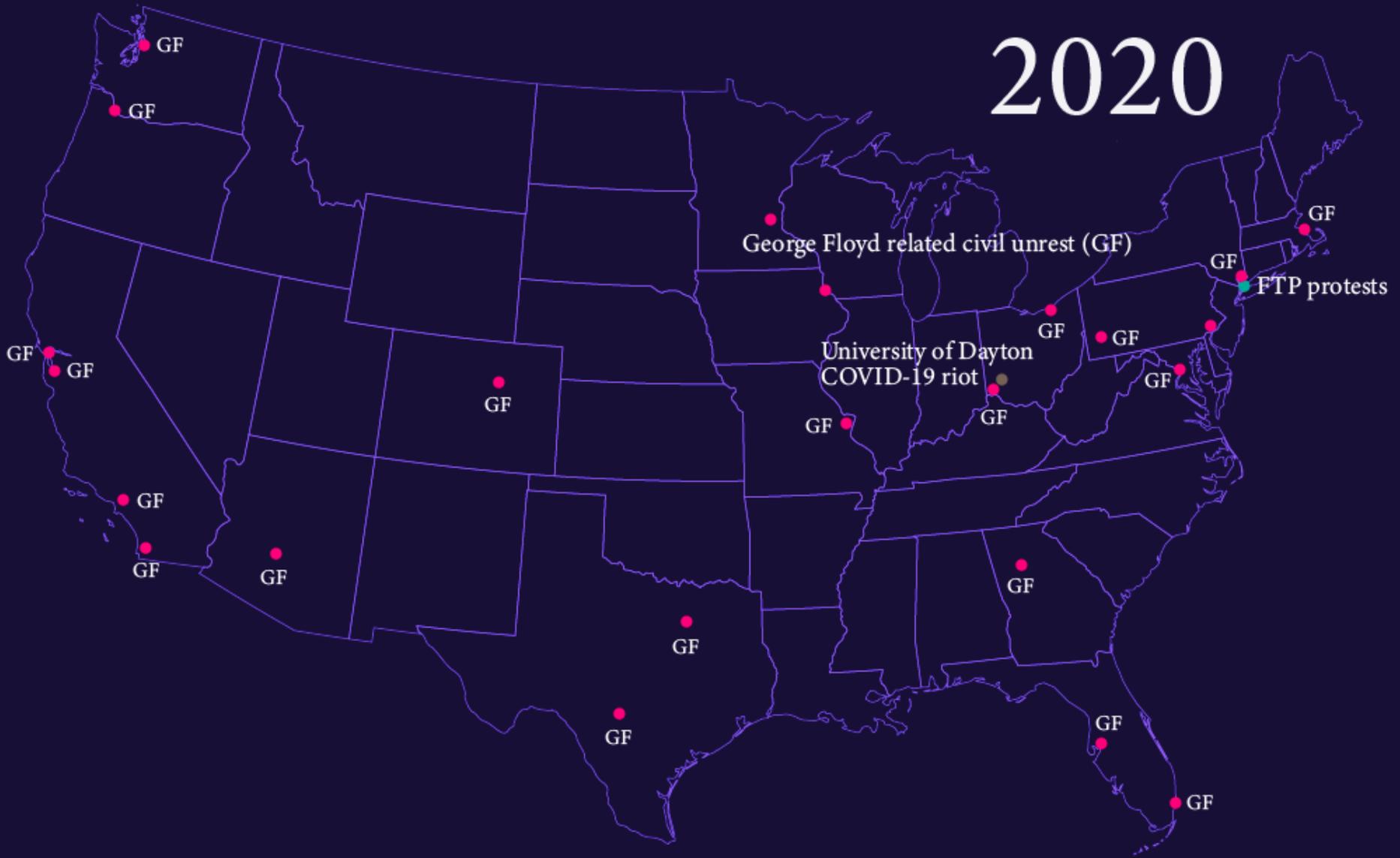


2019



● Response to police actions ● Economic or social justice ● Sports or event related ● Political ● Other

2020



Dynamics of Civil Unrest, Flash Mobs, or Riots

- By their nature, riots are spontaneous, difficult to prepare for, and mostly uncontrollable.
- The likelihood of a protest turning violent is in direct proportion to the emotional level of the issue(s) at hand. Most violence begins as a reaction to pent-up anger.
- Pent-up anger grows to rage and, once ignited, becomes self-regenerating. Once demonstrators have become violent, most cannot be reasoned with.
- Once ignited, the riot – which may begin as a reaction to an event – becomes the event and is continued for its own sake.
- People living or working in or near locations where sociopolitical tensions are increasing, could be in danger if not aware of the situation.

Awareness of Possible Emotional Flashpoints

- **Denial of access** -- When a group of people have come together for a common cause and are suddenly denied access to something, that trigger can easily result in anger.
- **Perceived breach of rules** – If a crowd of people sees one person or group receiving favorable treatment, perhaps given another form of special treatment, the rules that apply to the crowd have been applied unfairly.
- **Perceived abridgment of rights** -- When a group of people believes that they, or a member of their group, has been denied a basic human right, they will react.
- **Lack of organization** – In the case of long lines for a concert or sporting event, for example, if lines don't move quickly or if they aren't clearly delineated, frustration will lead to anger, which can lead to acting out.
- **Excessive or improper use of force** – If a crowd believes that authorities have used excessive force, this flashpoint often results in an escalation of their anger.
- **Unwillingness to obey rules** -- Sometimes a flashpoint is simply a group of people who believe rules don't apply to them. This flashpoint quickly turns into violent behavior with the crowd refusing to obey rules or laws while authorities try to enforce them.

Awareness of Your Location

- **Keep up with News and Current Events – Avoidance is Key** – Stay away from any demonstrations that may lead to unrest and violence if you want to avoid being victimized!
- **Assess your proximity to affected areas** – Staying home, at work or relocating should be determined by your proximity to the threat.
- **Re-assess your security habits** – Security of your residence or work facility; modes of transportation.
- **Know your communications equipment** – Have redundancies in place.
- **Communicate** – to request help, to warn those in open areas, or to advise where you are going. Have a rally plan if your return is not possible.
- **Know multiple routes to or from a venue.**
- **Don't travel alone** – Safety in Numbers.
- **Avoid Confrontational Gatherings** – Resist the urge to stand in the crowd and watch mob activity. Regardless of your views, joining a demonstration will put you at risk.

Personal Protection During Chaos

- **The KEY to escaping an angry crowd safely** will depend on your ability to control personal panic, to assess the situation, and to take immediate action. **Never underestimate the volatility of people in large groups.**
- **Maintain awareness & have an escape plan everywhere you go** – Keep your eyes up and scan your environment (stay off the mobile phone).
- **Identify Specific Behaviors or Threats** – Be aware of menacing people or “orphan” bags/packages and quickly move away.
- **Identify “Cover”** – Think fire protection first. If a wall protects you from fire – it will protect you from bullets too.
- **If things turn bad, GET OUT** – Move diagonally with the crowd until you can get to the edge, or a building wall. Have a secondary evacuation plan.
- If surrounded while in your vehicle – **DON'T STOP!** Keep doors locked and keep driving slowly.
- Most Events will precipitate the need to move. **MOVEMENT TO SAFETY will always be your highest priority.**

Protection at Work



AP Photo/Susan Hartoyo

Protecting The Workforce

- **Monitoring** – News, social media, and reports from local government officials on the potential for protests near business locations and surrounding areas.
- **Communication** – As with any identified hazard, communication should be maintained with the entire workforce concerning nearby demonstrations and possible unrest. Communication systems should be redundant with information flowing vertically and laterally.
- **Workforce Wellbeing** – Fear and apprehension will be natural among employees during these situations. Offering an employee assistance program could also be very helpful.
- **Commuting** – Traveling to/from work may be difficult. Adjusting shift times to avoid travel during protest times, and/or working from home may be options.

Protecting The Workforce

- **Curfews** – If imposed, companies should make sure they are closing early enough to provide time for employees to get home before the start of the curfew.
- **Closing** – The safest option may be to close business early to avoid protests or times of civil disobedience. Closing decisions should be made as soon as possible so employees can both avoid coming into work, and get out of a potentially dangerous situation quickly.
- **Prepare For The Worst** – Companies should a policy on what to do if rioters besiege their business. What should your employees do to protect their safety? How should they respond if looters are on the premise? These policies need to be developed well in advance, and employees trained on the proper course of action.

Remember: People are more important than Property

Thank You! Any Questions?

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Follow Official Sources for Accurate Information

- FEMA Security Risk Management Series
www.fema.gov/security-risk-management-series-publications
- Legal Information Institute – Cornell Law School: 18 USC 232 – Definitions –
<https://www.law.cornell.edu/usc/code/text/18/232XXXX>
- *Workplace Safety During Civil Unrest* – NU Property/Casualty 360 (June 2020)
- *List of Riots* – Wikipedia
https://en.wikipedia.org/wiki/List_of_riots#2001-2009
- *FEMA Report of Joint Fire/Police Task Force on Civil Unrest* (FA-142; 1993)
<https://www.usfa.fema.gov/downloads/pdf/publications/fa-142.pdf>

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