

The background of the entire page is a grayscale photograph of several hands reaching out from the right side towards the left. The hands are of various skin tones and are positioned at different heights, creating a sense of collective effort or support. The lighting is soft, and the focus is slightly blurred, giving it a human and approachable feel.

ACTIVE ASSAILANT & WORKPLACE VIOLENCE PREPAREDNESS TRAINING

A STANDARDS-ALIGNED PROGRAMME FOR NORTH AMERICAN WORKPLACES

Active assailant and workplace violence incidents are rare but high-impact events. Organisations increasingly recognise the need to prepare their people to identify concerning behaviour early, respond decisively in an emergency, and support recovery afterwards.

International SOS provides a comprehensive, standards-aligned training package tailored for corporate environments across the United States and Canada. Delivered by experienced security and crisis professionals, the course equips employees with practical, defensible guidance rooted in recognised best practice.

WHY INTERNATIONAL SOS

- Delivered by practitioners with operational crisis and security management experience
- Integrates behavioural, organisational, and emergency response perspectives
- Legally defensible content built on internationally recognised standards
- Scalable delivery for organisations of all sizes
- Supported by our broader security, medical, and crisis consulting capabilities

WHAT THE TRAINING COVERS



UNDERSTANDING THE THREAT LANDSCAPE

- Workplace violence definitions and typologies
- Active assailant characteristics and incident patterns
- Early warning indicators and behavioural cues
- Duty-of-care expectations in US and Canadian contexts



PREVENTION & EARLY REPORTING

- Identifying concerning changes in behaviour
- Psychological and organisational factors linked to escalation
- Reporting pathways (HR, Security, anonymous routes)
- Threat assessment concepts and organisational intervention models



RESPONSE: RUN-HIDE-FIGHT

- DHS-aligned life-safety actions
- How to make effective decisions under stress
- Evacuation vs shelter-in-place
- Barricading, concealment and improvised survival techniques
- What to expect when law enforcement arrives



EMERGENCY PROCEDURES & COMMUNICATIONS

- Internal alerts and notification systems
- Confirmed vs suspected threats
- Movement of employees, visitors, and contractors
- Communications discipline and crisis coordination



STABILISATION, RECOVERY & SUPPORT

- Immediate post-incident actions
- Accountability of personnel
- Psychological support and EAP integration
- Organisational debriefing and lessons learned

ALIGNED TO RECOGNISED STANDARDS

The programme is designed to be compliant with and informed by:

- ASIS WVPI/AA-2020
- NFPA 3000 (ASHER)
- DHS / CISA / FBI guidance
- OSHA General Duty Clause
- Canada Labour Code Part II & Harassment/Violence Prevention Regulations
- CSA Z1003 and ISO 45003

PROGRAMME STRUCTURE

STANDARD PACKAGE

2 hours

A focused, practical session suitable for all employees, offering clear and actionable guidance for prevention, reporting, and response.

ADVANCED PACKAGE

4 hours

Two additional one-hour modules for supervisors, security teams, and crisis stakeholders:

- Leadership responsibilities during an incident
- Threat assessment workflow
- Crisis management integration
- Facilitated scenario-based tabletop exercises

DELIVERY OPTIONS

Virtual (Teams/Zoom)

Fully interactive with polls and scenario discussions

On-Site

Enhanced with physical environment demonstrations