

- **Menu**

- Meatloaf
- Green Beans
- Cornbread
- Salad Bar

- Dessert

- Brownies
- Peanut Butter Cup Brownies

- Drinks

- Soda/Water

PLEASE

SILENCE

YOUR CELL PHONE



# Follow us for Updates!

Please like and follow our Face Book Page

<https://www.facebook.com/profile.php?id=61570411467592>



# UPCOMING TOPICS/SPEAKERS

- ✓ October 21, 2025 – Forklift/Warehousing Safety
  - ✓ November 18, 2025 – Cold Emergency
- ✓ December 16, 2025 – Motivational Speaker, Brad Hurtig

*Dates are also located on the Black Swamp Safety Council Website*



# MEETING ATTENDANCE CREDIT

In order to qualify for meeting attendance credit, an employer representative must sign in and attend the **ENTIRE** meeting.

- Lunch begins at 11:20-11:30 AM.
- The presentation starts at 12:00 PM and ends at 1:00 PM.
- The Black Swamp steering committee has the final authority to determine whether or not an employer receives credit based on their **arrival and departure** times.

*Dates are also located on the Black Swamp Safety Council Website*





# **Bureau of Workers' Compensation**

# SEPTEMBER SAFETY COUNCIL UPDATE

Black Swamp Safety Council

**Dayna Noble**

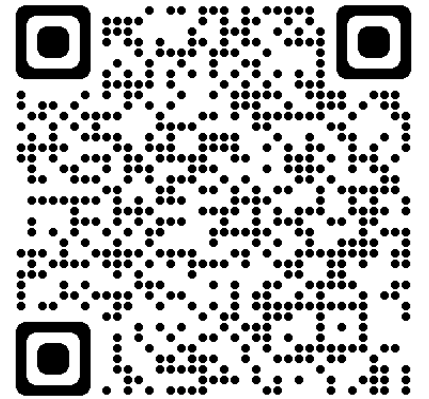
Safety Consultant

Toledo Service Office

567-204-8917

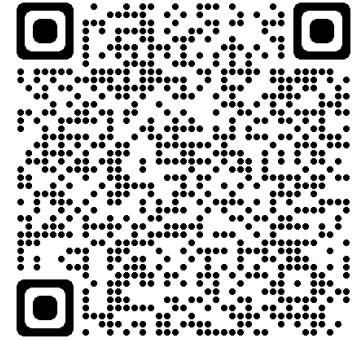
Dayna.N.1@bwc.ohio.gov

bwc.ohio.gov




# MONTHLY LEARNING SEPTEMBER

**September 23-24** - OSHA 10: Industry safety basics  
*Canton Service Office*



[bwclearningcenter.com](http://bwclearningcenter.com)

 In-person classes and virtual training classes (VTC) qualify for Safety Council rebate external training credits.

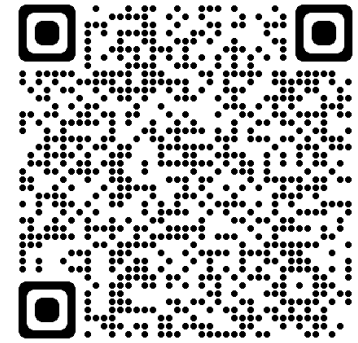


# MONTHLY LEARNING OCTOBER

**October 8** - First aid in the workplace  
*Canton Service Office*

**October 16** - First aid in the workplace  
*Cincinnati/Springdale Service Office*

**October 22** - First aid in the workplace  
*Ohio Fire Academy, Reynoldsburg, OH*



[bwclearningcenter.com](http://bwclearningcenter.com)



In-person classes and virtual training classes (VTC) qualify for Safety Council rebate external training credits.

# MONTHLY LEARNING OCTOBER - CONTINUED

**October 27-31** - Hazardous waste operations and emergency response 40 Hour

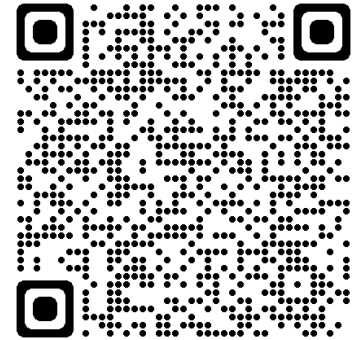
*Edison State Community College, Piqua, OH*

**October 28** - Lockout/tagout advanced principles

*Indiana Wesleyan University, Independence, OH*

**October 28-29** - OSHA10: Construction safety basics

*Indiana Wesleyan University, Independence, OH*



bwclearningcenter.com



In-person classes and virtual training classes (VTC) qualify for Safety Council rebate external training credits.

# VIRTUAL TRAINING SEPTEMBER

- **September 17** - Violence in the workplace
- **September 25** - Job safety analysis



[bwclearningcenter.com](http://bwclearningcenter.com)

💡 In-person classes and virtual training classes (VTC) qualify for Safety Council rebate external training credits.

# VIRTUAL TRAINING OCTOBER

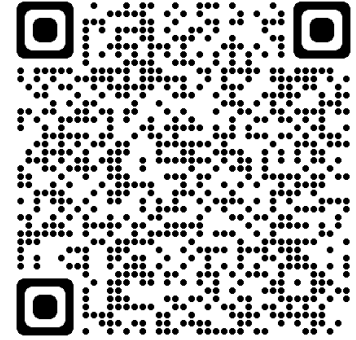


- **October 1**- Crisis de-escalation tactics and safe work practices workshop
- **October 9** - Health hazards and toxicology fundamentals workshop
- **October 28** - Emergency preparedness planning half-day workshop
- **October 29** - Bloodborne pathogens
- **October 30** - Safety series workshop module 1:  
Introduction to OSHA requirements and safety culture basics

💡 In-person classes and virtual training classes (VTC) qualify for Safety Council rebate external training credits.

# WEBINARS SEPTEMBER & OCTOBER

- **October** - No webinars



[bwclearningcenter.com](http://bwclearningcenter.com)

💡 In-person classes and virtual training classes (VTC) qualify for Safety Council rebate external training credits.

# PRIVATE EMPLOYER IMPORTANT DATES - SEPT. & OCT.

- **September 30** - PA snapshot date for experience calculation
- **October** - No PA dates

# PUBLIC EMPLOYER IMPORTANT DATES – SEPT. & OCT.

- **September 30** - PEC claim impact reduction program (CIRP) training requirement deadline
- **September 30** - PEC drug-free safety program (DFSP) annual report due
- **September 30** - PEC last date to request change in estimated annual payroll exposure PY 2025
- **October 31** - PEC PY 2026 notice of estimated annual premium mailed (approx. date)

# OFFICE OF SAFETY SERVICES – WE ARE HERE TO HELP

On-site safety consultations

Workplace hazard assessments

Ergonomics and process safety reviews

Industrial hygiene testing

Training and education courses

Grant opportunities for safety equipment







# **Bureau of Workers' Compensation**

[BWC.Ohio.gov](http://BWC.Ohio.gov)

# Edward Legg

- Edward grew up in Pioneer, Ohio and graduated from North Central High School in 1985. He directly entered the United States Air Force and served in various locations worldwide in the Security Police. After 12 years of service in the Air Force, he attended the Police Academy at the Criminal Justice Training Center in Toledo, Ohio.
- Going on to serve as a Police Sergeant for the Village of West Unity prior to being hired at the City of Napoleon in 2000. While working in Napoleon, he specialized in several disciplines including SWAT, firearms instructor, and Active Shooter Training and Response. He was promoted to Lieutenant in 2010, Assistant Chief in 2023, and Chief of Police in 2024. He would not have accomplished any of this without God and the support of his wife of 23 years Angie, his son Austin, and his daughter Annika, who both attend BGSU.

# Workplace Safety and Action Planning



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**The City of Napoleon  
Police Department**

2025

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What Ever Terms You Use.....

# Alert, Lockdown, Inform, Counter, Evacuate

*Comprehensive Preparedness for a Violent Intruder Event  
Utilizing Infrastructure, Technology, and Human Action to Increase  
Survival Chances*

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- ☐ *Purpose of this information is to give you basics to help you make better & more informed decisions in hopes to enhance a better chance of survival*
- ☐ *There are always time constraints – however, goal is to get you thinking*
- ☐ *If further follow up is needed, please do not hesitate to call or contact us*



# **GET OUT HIDE OUT TAKE OUT**

- **Clarification - we are NOT mandating this is what you must do**
- **Providing options to choose from ... in your greatest moment of need**
- **YOU make the decision on the option best for you at this pivotal moment**
- **Empowering you to save your own life!**

# Planning

- Must have a Crisis Response/Management Plan in place that addresses all phases of Emergencies:
  - Preparation: Disaster Plans, Drills
  - Mitigation: Physical Security, Crime prevention through environmental design (CPTED)
  - Response – **Our purpose today**
  - Recovery: Reunification, Mental Health Resources



# Why Do Shooters pick The Workplace

1. *High Profile, Good Publicity for Cause*
2. *Potential for Mass Casualties*
3. *Traditionally, Low Resistance by Occupants*

*= High Chance of Plan Success!*

It will not be pretty, and you  
can't make it pretty...

*Lock the door and sit quietly in  
the dark and wait for rescue???*

*This is an unrealistic response  
to a very real danger!*

*Would you do this for a Rape,  
Fire, Aggressive Assault?*



# Learn From The Past, Or Be Destined

Transitioned from Tactical Team Deployments 1999  
To small groups/team deployments and responses by first  
responders  
To 1 Officer response – (Need for Speed) PUSH TO CONTACT

## Truths about Active Killer Shootings

If the bad guy is determined, he WILL get into building  
If able, he WILL hurt you  
Passive and static targets ARE easy victims=High casualty rates  
COMPLIANCE IS DANGEROUS !  
*(Due to the passive and static components of compliance)*



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Police secure the area following a shooting  
at the Henry Pratt Company on February 15,  
2019 in Aurora, Illinois.





An employee at a Wisconsin software company opens fire at the office, wounding three coworkers and forcing others to hide under desks.

A gunman wounds four people at a Pennsylvania municipal building about an hour and half later, before he's shot dead by police.

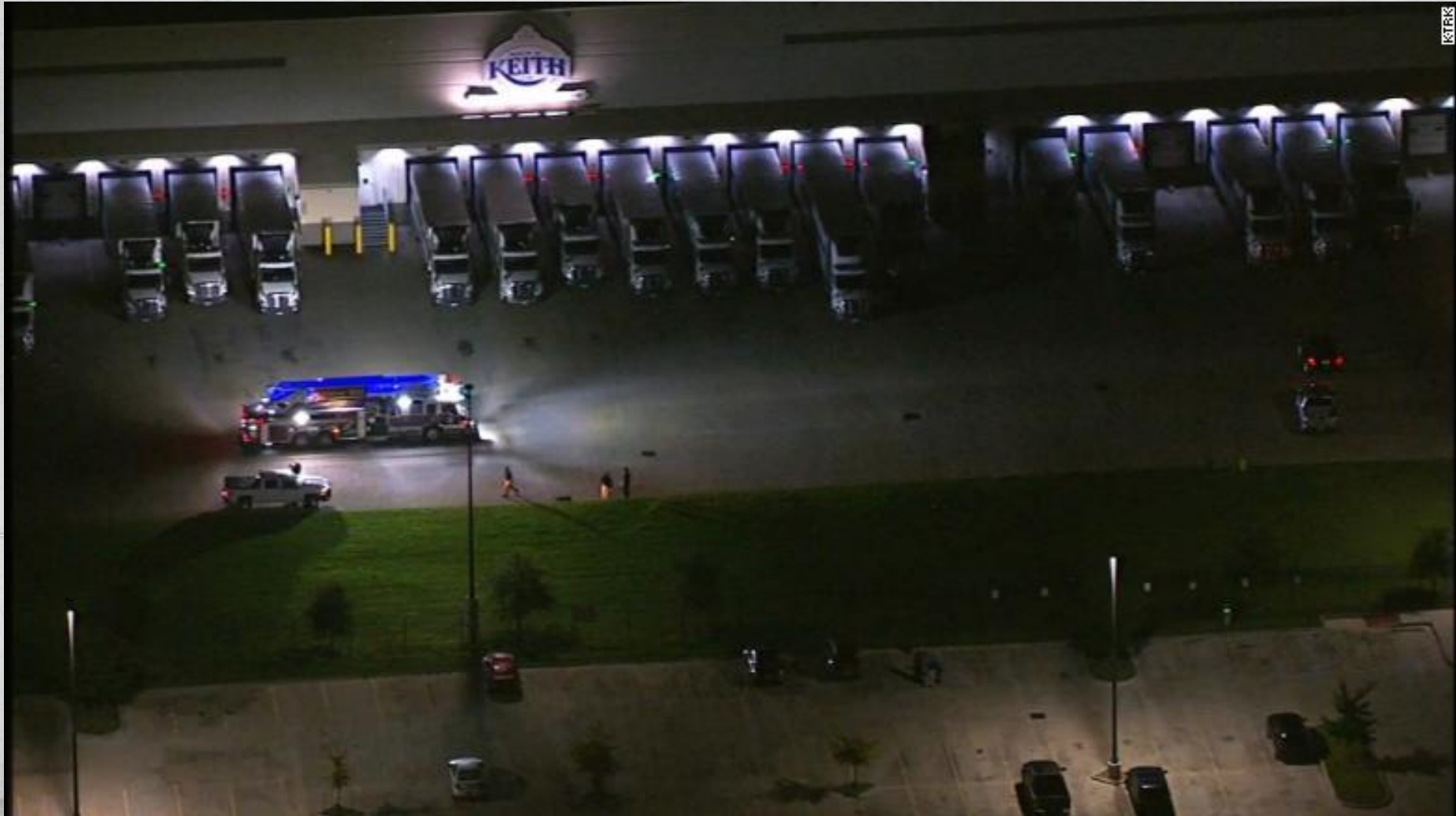
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The next morning a disgruntled employee fatally shoots three people and leaves three others wounded at a Rite Aid distribution center in Maryland.

SEPTEMBER 22, 2018

# 2 killed in Texas workplace shooting

HUSTON TEXAS, August 2018





# According to the Bureau of Labor Statistics, 524 U.S. workers were workplace homicide victims in 2022

The two occupational groups with the highest percent of homicides were Protective Services and Transportation/Material Moving

The two occupational groups with the highest percent of intentional injury by other person were Health Care/Social Assistance and Educational Services

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# FBI Report: “A Study of Active Shooter Incidents in the United States between 2000 and 2013”

“A total of 60% of the incidents ended before police arrived.” “When the duration of the incident could be ascertained, 69% of the incidents lasted 5 minutes or less with 36% of those ending in 2 minutes or less.”



# FBI REPORT CONTINUED

"The study results identified 46% of incidents that occurred in areas of commerce.

These included businesses open to pedestrian traffic 27.5%, businesses closed to pedestrian traffic 14.3%, and malls 3.8%.

Educational environments were identified as the second-largest location grouping 24.4%.

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# Recommendations

- HAVE A PLAN.....PRACTICE THE PLAN
- THIS INCLUDES A PERSONAL PLAN
- COMMUNICATIONS



# Recommendations

- **MAINTAIN AWARENESS, LOOK FOR INDICATORS AND TRUST YOUR INSTINCTS**
  - SOMEONE MILLING AROUND WITH NO PURPOSE
  - INAPPROPRIATE ATTIRE
  - SOMEONE WITH TUNNEL VISION
  - SOMEONE NOT WANTING TO FACE YOU WHILE TALKING TO YOU

# GET OUT

- Use any and all means to safely leave the danger zone.
- If the Active Shooter is not in your immediate part of the building use that time to create as much distance as possible.
- Once you have reached a safe location call 911 and alert others as efficiently as possible.
- Assist others in evacuation as much as possible.
- Use your best survival instincts, **DON'T JUST FOLLOW THE HERD!**



# CASE STUDY – COLUMBINE H.S. LIBRARY

Wounded Teacher tells students to hide

Harris & Klebold enter library at 1129 hrs, 56 students  
inside

They stay in the library for 7½ minutes

Both gunmen stop during the shooting to reload and to  
shoot at police outside

They shoot 22 students, 10 are killed

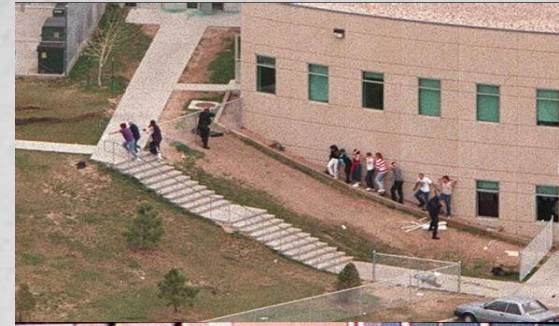
All the fatalities are static, all but one are hiding under  
tables

# FACTS TO CONSIDER

700 kids fled from  
Columbine on their  
own initiative

Over half of the  
school's students  
saved their own lives  
by fleeing the crisis  
zone

This was instinctive  
behavior. No  
authority figure told  
them to run from the  
school





# HIDE OUT

- If you are in a facility and the Active Shooter is too close for you to safely evacuate then this may be your best option.
- Don't just rely on a locked door.
- Utilize what ever materials, furniture or equipment that you have available to barricade the door.
- Utilize the time that you have created to search for alternate escape routes (2<sup>nd</sup> story windows) or alternate communication with emergency services.

# Douglas High School Ft Lauderdale FL.



February 14, 2018



# TAKE OUT

- If you are in the room/immediate area with the Active Shooter utilize what ever means necessary to save your own life.
- OODA Loop
  - Observe
  - Orient
  - Decide
  - Act

One second of interruption of the Shooters OODA Loop can be enough to save your life.

# TAKE OUT CONTINUED

- Remember that when you take action against the Active Shooter continue that action until you are safe.
- The ultimate goal is to get you and others to safety.
- Utilize items on hand such as chairs, water containers, factory equipment, planters, tools, cleaners and cleaning equipment.
- Any thing to distract or disrupt the shooter.
- Split seconds count, create them, and use them to save your own life.



# RESPONSE AND RECOVERY

- Police Response-Directly to the active threat.
- Facilities should consider obtaining and training their staff in the use of Stop the Bleed Kits.
- There may be many reasons that medical personnel don't immediately get to injured people so the people with them may need to take action to save lives.
  - These kits are available from several on-line retailers and usually consist of a CAT Tourniquet, and other materials for stopping bleeding, such as specially treated gauze.



# **Best** **Recommendations**

**Get out** – evacuate if you can

**Hide out** – if you have too

**Take out** – if you must

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High probability Law Enforcement will not be present  
when active killer starts shooting

Provides a means to live and survive!



# Any Questions?

City of Napoleon Police

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**THANK YOU FOR LISTENING**

# Questions

Thank You!

Questions?