



# Intelligence

state of the art threat assessment

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## Upcoming Events

### Foundational Violence Risk Assessment and Management Workshop

Calgary, Canada  
23 - 27 September 2019

### Advanced Violence Risk Assessment and Management Workshop

Toronto, Canada  
30 September - 4 October 2019

### Self-Directed Violence Workshop

Peterborough, Canada  
21 - 22 October 2019

### 2019 Annual CATAP Workshop & Conference

Niagara-on-the-Lake, Canada  
13 - 17 November 2019

## Editor's Note



legally-informed and practically grounded.

We also have several special announcements. First, the annual Asia Pacific Association of Threat Assessment Professionals conference is being held in Melbourne, Australia, between 24-26 February 2020 with an emphasis on threat management in the workplace. Second, Protect International Risk and Safety Services Inc. is presenting a new Specialized Violence Risk Assessment and Management Workshop Series in Vancouver, British Columbia, between 14-17 September 2020. This is the first time a workshop series of this kind has been offered and it has been developed in response to the needs identified by participants of previous workshops.

We hope *Intelligence* will continue to provide a forum for you to share and develop your expertise in threat assessment. We encourage you to contribute and provide feedback.

Sincerely,  
Kelly A. Watt, PhD  
Director and Threat Assessment Specialist at Protect International Risk and Safety Services

As always, *Intelligence* will keep you up to date with recent advances in threat assessment from around the globe through knowledge and experiences shared by leading experts.

In this issue, Dr. Stephen Hart will provide a practice update on the intersection between right wing extremism and terrorism. This update is very important and timely in light of all of the recent tragic events worldwide, including the mass shootings in the United States and New Zealand.

Ms. Nicole Russell will provide a book review in this issue of the newest edition of the *Human Resources Guide to Workplace Investigations* by Janice Rubin and Christine Thomlinson of Rubin Thomlinson LLP. Ms. Russell describes the book as a must-read for all professionals conducting workplace investigations, being both

# The Threat of Terrorism by Right-Wing Extremists

After the attacks by al-Qaeda against the United States on 11 September 2001, the national security and public safety agencies of most countries with developed economies focused their efforts – quite properly – on the prevention of terrorism by Islamist extremist groups. The initial phase of the war on terror was fought against enemies who were, for the most part, “outsiders” – they were based in countries with developing economies, and spoke languages or held religious beliefs different from those of the cultural majority in the homeland.

The war on terror has now officially entered a new phase. The old enemies remain, but



it is now recognized that right wing extremist groups now pose a threat to the security of countries with developed economies at least as great as that posed by Islamist extremists. To illustrate, in the United States during the time since 9/11, the number of people killed by right wing extremists is greater than the number killed by [Islamist extremists](#). According to the Anti-Defamation League, at least 50 people in the United States were killed by extremists in the United States in 2018, all of them by people with ties to [right wing extremist groups](#). In the United Kingdom, the number of right-wing extremists detained under anti-terror laws increased [from 6 to 33 over the past four years](#); although the number of Islamist extremists detained is still much larger, it has actually decreased over the same time period. In Canada, the federal government for the first time added right wing extremist groups to its [official list of terrorist entities](#) and the Canadian Security Intelligence Service reported it is becoming “more and more preoccupied” with right wing extremists. And as I write this article, the Norwegian National Police Security Service (Politiets sikkerhetstjeneste or PST) has just issued a public statement that the country should [prepare](#)

[for terrorist attacks by right wing extremists in the coming year.](#)

Combatting right wing extremist groups poses new challenges. The new enemies are mostly “insiders” – based in the homeland, speaking the same language and in many other respects indistinguishable from ordinary citizens. Right wing extremist groups can also be very diverse in their beliefs and values, structures, and operations. And it can be difficult or even impossible to distinguish right wing extremist violence from other forms of violence, such as [violent political protest](#), [hate crimes](#), [honour-based violence](#), or [“mass attacks.”](#)

Sun Tzu counselled that, to prevail in war, “know the enemy.” To help win the war against terror, threat assessment professionals need to know more about right wing extremist ideologies, as well as new and different techniques to identify, infiltrate, and disrupt right wing extremist groups. Add right wing extremism to your list of topics for continuing education.

*Dr. Stephen Hart, Protect International Risk and Safety Services Inc.*

## Upcoming Events

### Sexual Violence in Higher Education Conference and Workshop

Edmonton, Canada  
20 – 22 November 2019

### Terrorism and Group-Based Violence Conference and Workshop

Ottawa, Canada  
3 – 7 February 2020

### SARA-V3 Workshop

Sydney, Australia  
20 – 21 February 2020

### APATAP Conference and Workshop

Melbourne, Australia  
24 – 26 February 2020

[Learn more ...](#)

## Human Resources Guide to Workplace Investigations, Second Edition by Janice Rubin and Christine Thomlinson

Harvey Weinstein, Roger Ailes, Les Moonves – the list of people accused of workplace misconduct seems to grow by the day. Although workplace harassment and mistreatment is not a new phenomenon, the rise of the #MeToo Movement has resulted in increased public awareness about the prevalence and effects of such misconduct. In the past decade we have also witnessed changes in the judicial and legislative treatment of workplace harassment. In 2013, Janice Rubin and Christine Thomlinson released the seminal text *Human Resources Guide to Workplace Investigations*. Rubin and Thomlinson address the societal and legal changes, as well as share new insights in their timely new edition, *Human Resources Guide to Workplace Investigations, Second Edition*.

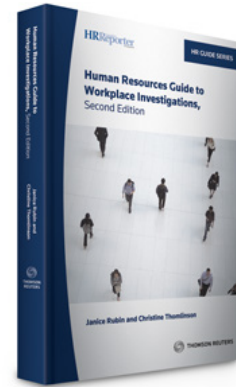
Janice Rubin and Christine Thomlinson, managing partners and founders of Rubin Thomlinson LLP, are two of our country's leading experts in the area of workplace investigations. Rubin Thomlinson LLP has earned a reputation as one of Canada's top Labour & Employment Law Boutique Firms for workplace investigations, consulting and training for managers and human resource professionals.

In *Human Resources Guide to Workplace Investigations, Second Edition*, Rubin and Thomlinson take readers through the workplace investigation process in an accessible and concise fashion. The book begins with a discussion of the

basics of workplace harassment and investigations. The authors set out the building blocks of a solid investigation – known as the “Four Pillars” – Fairness, Thoroughness, Timeliness and Confidentiality. As they do throughout the book, the authors use helpful examples to illustrate their concepts.

Rubin and Thomlinson give readers specific planning tips and tools. When planning an investigation, the authors suggest considering six factors which they refer to with the pithy mnemonic “W5-H”: Why, What, Who, Where, When and How. At the outset of an investigation, consideration must be given to who will conduct the investigation. The authors note factors to consider, as well as specific questions to ask, when choosing an investigator. In addition employers are cautioned to consider whether preliminary measures such as timing, disclosure, providing employee assistance, public relations and health and safety measures should be implemented.

The authors' expertise as trainers is evident in their thorough and practical discussion of interviewing, fact finding and report writing. They offer valuable insight on everything related to interviews including: who should be present, how to record information, and how to structure the interview. Rubin and Thomlinson discuss the hierarchy of evidence, types of evidence and how to assess



credibility. Helpful checklists and drafting tips are provided.

Rubin and Thomlinson conclude their book with a focus on the investigators themselves. They include an interesting discussion of cognitive biases that can affect even the most fair-minded investigator, as well as how to safeguard against such biases. Finally, while noting the satisfying nature of their work, the authors acknowledge the toll that this type of work can take. Investigators are encouraged to be vigilant about their self-care. Rubin and Thomlinson give helpful tips and practice points to aid in this regard.

*Human Resources Guide to Workplace Investigations, Second Edition* is a must-read for all professionals engaging in workplace investigations. The book takes the reader through the whole process of workplace investigations in a thorough yet very accessible manner. The authors' use real life examples, checklists, provide relevant leading case law, sample letters, and self-care tips to make this a very practical tool for anyone involved with workplace investigations.

*Nicole D. Russell, Barrister and Solicitor  
Partner, Graves & Russell, Barristers and Solicitors*

## APATAP: Upcoming Workshop and Conference in Melbourne, Australia



APATAP takes on occupational harm in 2020!

February 24-26 sees the Asia Pacific Association of Threat Assessment Professionals Annual Conference in Melbourne, Australia, and it's going to be a blockbuster on threat management in the workplace.

Employers and organisations are increasingly accountable for the safety and wellbeing of staff, clients, customers, and the public, and expected to be informed and effective in handling matters ranging across family violence, drug use, mental health, culture and religion, interpersonal conflict and the perils of social media.

Professor Jim Ogloff (Centre for Forensic Behavioural Science), Dr Michelle Pathe (Victorian Fixated Threat Centre), and Melissa Muir (Seattle Municipal Court) will keynote a three-day roster of experts from across the world, to slice up and break down challenges in maintaining occupational safety in a busy and interconnected world.

From aggressive customers to hostile managers, staff-on-staff stalking to online harassment, this conference presents the latest trends, research, and methods in managing threats and harmful behaviours in the online and real-world workplace.

For professionals in human resources, employment law,

workplace investigation, security, policing, forensic mental health, and public safety, this conference provides a unique opportunity to network, collaborate, and be part of a professional community providing best-practice services in threat assessment and management to the Asia-Pacific region and beyond.

The call for presentation papers is now open, and early bird tickets and sponsorship opportunities are available!

Website: [www.apatap.org](http://www.apatap.org)

Program: [click here](#)

Registration: [click here](#)

Contact: [mail@conferences.com.au](mailto:mail@conferences.com.au)

## Protect International Risk and Safety Services: New Specialized Violence Risk Assessment and Management Workshop Series

Protect International Risk and Safety Services is now offering a Specialized Violence Risk Assessment and Management Workshop Series. This is the first time we have offered a workshop series of this kind and have developed it in response to the needs identified by participants of previous workshops. Multiple concurrent workshops will be offered focusing on specialized forms of violence (e.g., self-directed violence using the Self Directed Violence [SDV] guidelines, group-based violence using the Multi-Level Guidelines [MLG], and honour-based violence using the PATRIARCH) and important implementation issues related to violence risk (e.g., mental health problems, implementation issues and processes, and interviewing skills). Participants will be able to register for the workshops that best meet their needs.

The Specialized Violence Risk Assessment and Management Workshop Series is taking place between 14-17 September 2020 in Vancouver, British Columbia.