

Enhanced ALICE Training® for Workplaces

A Trauma-Informed Approach to Safety Training in the Workplace



As the world around us changes and creates more challenges to creating safe places to live, work and thrive, Navigate360 continues to evolve with a trauma-informed approach to violent critical incident response training. We remain focused on empowering individuals within your organization to prepare for and respond to acts of violence, anywhere and at any time. Our training teaches valuable life skills that can help participants in the workplace and beyond. We want you to benefit from our 20 years of lessons learned as we evolve to stay ahead of your safety needs.

Research on the harmful impact of traumatic events makes it necessary to rethink past approaches to critical incident response training and begin to incorporate trauma-informed practices that support vulnerable individuals as much as possible. As such, it's crucial that safety training utilizes a trauma-informed approach to maintain a workplace environment that meets everyone's physical, emotional and social safety needs.

70% of adults in the U.S.
(223.4 million people) have experienced
some type of traumatic event at least
once in their lives. The primary goal of a
trauma-informed approach is to avoid
re-traumatizing a person.

The enhanced ALICE Training® program utilizes a trauma-informed approach guided by the **SAMHSA concept** of the Four R's:

- + **Realize** - Employers must have a basic understanding of what trauma is and how it affects the physical, emotional and mental health of their employees. This includes coping strategies, behavioral problems, learning difficulties and more.
- + **Recognize** - It is important to be able to recognize the signs of trauma. For example, employees may be physically or verbally aggressive, have regular absences or tardiness or seem alienated from their coworkers.
- + **Respond** - Employers should apply a trauma-informed approach when responding to employees. From the language that is used to the policies that are implemented, all of it should follow a model of utilizing evidence-based trauma practices to promote a physically and psychologically safe environment.
- + **Resist re-traumatization** - Some drills may inadvertently create stressful environments that may re-traumatize people. Resist re-traumatization during violent critical incident safety drills with open discussion and debriefing.

Implementing the “Four R's” can help workplaces develop trauma-informed practices that seek to provide a culture of physical, social and emotional safety for all employees.



ALICE's Approach to Trauma-Informed Training

Safety training can be a traumatizing experience for some people. Safety training, especially response training, asks people to imagine being in a scenario that could be upsetting in myriad ways — from the scenario itself to the steps taken to get to safety. Trauma-informed safety training understands that while these preparation exercises are essential, they need to be approached differently.

The basis of ALICE Training® is to help individuals understand how to proactively respond without re-traumatizing them. In both our eLearning and in-person training classes, we utilize a trauma-informed approach by:



- + We are focused on creating ways for everyone to be able to participate in important safety training. We are aware that everyone has different life experiences and are at different stages, and we want to ensure inclusion.
- + Using multi-option response training that empowers people to participate in their survival, reducing anxiety and building confidence.
- + Using a softer, more gentle approach to avoid triggers. We are intentional with how we talk to participants and the language and images we use.

ALICE

We take an empathetic approach to how we deliver important content.

- + Utilizing de-stress methods to help you prepare mindfully. Suggestions for de-stressing activities are provided in our eLearning and by our trainers.
- + Allowing participants to opt-out of participating if triggered or feeling unable to complete the training.
- + Providing links and information for participants who want help dealing with trauma.
- + A trauma-informed approach isn't the only enhancement to ALICE. Enhanced ALICE also includes table-top drills with critical thinking cards, is more scenario based and provides an overall improved user experience.

Contact us today to learn more about these enhancements!



To learn more about enhanced ALICE Training® for the workplace, contact us today at 330-661-0106.



330-661-0106



navigate360.com
alicetraining.com