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COMPLIANCE SERVICES

3rd Annual Safety, Security & Investigations Symposium

June 11, 2026



3RD ANNUAL SAFETY, SECURITY & INVESTIGATIONS SYMPOSIUM

Securing Special Events & Mass Gatherings

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Presenters - Introductions





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Introduction & Overview



- Special events and mass gatherings can range from local parades and community events to large scale sporting events and national celebrations.
- These events draw large crowds and can have a significant impact on public safety, emergency response systems, and critical infrastructure.
- Effective planning requires early coordination across law enforcement, emergency management, fire/EMS, public health, and infrastructure partners to ensure unified situational awareness and response.

Potential Threats & Hazards



Mass gathering events have become increasingly challenging to manage from an emergency preparedness and security perspective. Potential threats and hazards include:

- Unpredictable weather
- Intentional acts of violence
- Civil unrest
- Cybersecurity incidents
- Unmanned Aircraft Systems (Drones), Vehicle Attacks, Improvised Explosive Devices, Etc.
- Extreme heat or cold exposure
- Executive protection for dignitaries and organizational leaders

Pre-Event Planning



- Identify and coordinate with key partners
- Conduct a risk and vulnerability assessment
- Implement protective and mitigation measures
- Identify personnel and equipment needs
- Review procedures and protocols
- Train and exercise responses

Pre-Event Planning

- Establish Communication and information management protocols
- Ensure compliance with permits and venue regulations
- Develop a mass casualty plan



Operational Considerations



- Maintain and encourage situational awareness
- Develop an Emergency Action Plan
- Maintain lines of communication
- Plan ingress, egress, parking, and transportation
- Determine screening and security needs
- Coordinate Law enforcement, Fire, and EMS operations

Operational Considerations

- Establish emergency notification and public information protocols
- Consider crowd control needs
- Monitor physical security and cyber/technological threats



Post-Event Activities

- After the event:
  - Debrief
  - Demobilize
  - Review incident responses
  - Conduct after action review for future planning



Key Points



- Collaborate with partners and stakeholders to plan for safety and security needs and emergency responses
- Assess risk/Identify threats and hazards
- Implement protective/ mitigation measures
- Ensure adequate staffing and equipment is available
- Develop event specific response plans
- Maintain and encourage situational awareness
- Monitor activity before, during, and after the event
- Debrief for future event planning

Thank You!





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Inclusive Security Planning

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Elizabeth M. Shea, JD

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Overview



- Although we feel relatively secure in our daily lives, the threat of emergencies, natural disasters, technological incidents and acts of violence, remain a consideration.
- Unfortunately, many organizations do not adequately plan for emergencies.
- This is particularly true when it comes to individuals with disabilities.
- Planning ahead will ensure the safety of individuals with disabilities during emergencies.

A Quick Personal Story





The Numbers: *Your workforce probably looks different than your plan assumes*

1 in 4 U.S. adults lives with a disability

3.2% of employees with a disability have disclosed it to their employer

47% of workers with non-apparent disabilities have actively avoided disclosing at work

62% of workplace disabilities are invisible to colleagues and security staff

84% of people with disabilities have no personal emergency preparedness plan

In a 300-person company: approximately 90 employees likely have some form of disability. Your HR system knows about fewer than 10 of them. If it even includes them, your emergency plan is built around those 10 only; the other 80 are invisible to it.

Different Disabilities Require Different Supports



Types of Disabilities

- Sensory
- Physical
- Cognitive/Developmental
- Speech/Language
- Social/Emotional/ Behavioral

Range and Functional Needs

- Mild to severe
- Apparent or not obvious
- Short or long term
- Singular or multiple

Invisible Disabilities

Seizure Disorders: Alarm strobes, emergency lighting, and screen flicker can trigger episodes

Anxiety & PTSD: May freeze, dissociate, or become non-verbal under acute stress

Autism Spectrum: Sensory overload from alarms, crowds, and chaos can cause shutdown

Cardiac & Respiratory Conditions: Physical exertion of evacuation may itself be a medical emergency

- **Hearing Loss** — May not hear alarms, verbal instructions, or all-clear signals
- **Low Vision** — Smoke, darkness, and unfamiliar evacuation routes are compounding hazards
- **Cognitive Differences** — May struggle to follow multi-step verbal instructions under pressure

***Remember*: None of these are visible during a headcount; and several become dramatically worse under exactly the conditions of an emergency.**

Identifying Needs and Information Gathering

Opportunities for Information Gathering

- Before Employment Begins (After offer of employment/all employees)
- On the Job (Voluntary self identification)
- Employees with Obvious Disabilities*



*An employer should not assume that employees with obvious disabilities will always need assistance.
Additionally, people with cognitive or developmental disabilities may need additional assistance in determining and articulating their needs.
Generally, people with disabilities and their caregivers are in the best position to determine their needs.

Remember: You can't plan for what you don't know about.

Legal Considerations

Federal

- Americans with Disabilities Act (ADA)
- Individuals with Disabilities Education Act (IDEA)
- Individuals with Disabilities in Emergency Preparedness (EO No.13347)
- Section 504 of the Rehabilitation Act 1973

State & Local

- State and local anti-discrimination laws provide protections similar to Federal Law. (NJLAD, etc.) In addition, state and local laws, regulations and ordinances may impact general access to facilities as well as emergency planning efforts.



Before, During & After

Ensure that all phases of emergency management consider the needs of people with disabilities **including varying disabilities**.



Before an Emergency



- Involve individuals with disabilities at the planning stage to ensure that the needs of individuals are adequately addressed in the plan.
- Obtain support and commitment from senior-level management and involve key personnel in emergency management activities.
- Talk with legal counsel, employees, advisors community-based organizations and local emergency response personnel to determine the most appropriate solutions for your workplace and employees.
- Include individuals with disabilities in training, drills, and exercises.

During an Emergency

- Provide appropriate support including mobility, accessibility, sheltering, transportation, medical, etc.
- Keep equipment and support together. People should not be separated from medical equipment or personal supports.
- Ensure Communication Access During the Crisis



After an Emergency



- Ensure supports and accommodations continue after the event as needed
- Reunify individuals with disabilities with family and caregivers
- Ensure communication access after the crisis
- Follow up to determine long term needs, including trauma support and mental health needs
- Review incident response to identify future planning needs

Key Points



- Plan ahead to ensure the safety and security needs of everyone are considered
- Involve individuals with disabilities at the planning phase
- Identify individual needs and accommodations – Ask questions (appropriately)
- Ensure adequate staffing and equipment is available
- Develop specific response plans to meet individual needs
- Include individuals with disabilities in training, drills, and exercises
- Monitor activity before, during, and after an emergency
- Debrief for future planning

Thank You!





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3RD ANNUAL SAFETY, SECURITY & INVESTIGATIONS SYMPOSIUM

Duty of Care: Security Considerations for Your Organization

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Introduction

As threats and incidents continue to evolve and impact operations, recent laws and regulations require organizations to develop comprehensive strategies to address these emerging issues.

Organizational leaders must have a clear understanding of safety and security requirements and standards of care to comply with laws and regulations and mitigate potential liability.



What is the “Duty of Care”?



- The duty of care in safety and security relates to an organization’s responsibility to implement reasonable protective measures to protect people and assets from foreseeable risks.
- This can be both a legal or ethical obligation. Sometimes referred to as “Standard of Care.”
- Standards of care are often industry specific.

Components of “Standard of Care”



Standards of Care include:

- Vulnerability and Risk Assessment
- Threat Reporting, identification and Assessment
- Physical Security
- Cybersecurity and Data Privacy
- Crisis Response and Management
- Policy and Training

Standard of Care

Why it matters:

- Risk of physical harm
- Data breach
- Operational disruptions
- Reputational risk
- Impact on organizational culture
- Legal liability



Safety & Security Laws, Regulations and Trends



What you need to know:

- Recent laws and regulations require organizational leaders to develop comprehensive strategies to address emerging issues.
- Even if laws and regulations do not yet exist in some states, organizational leaders must adhere to “best practices” and industry standards to address ever evolving trends.

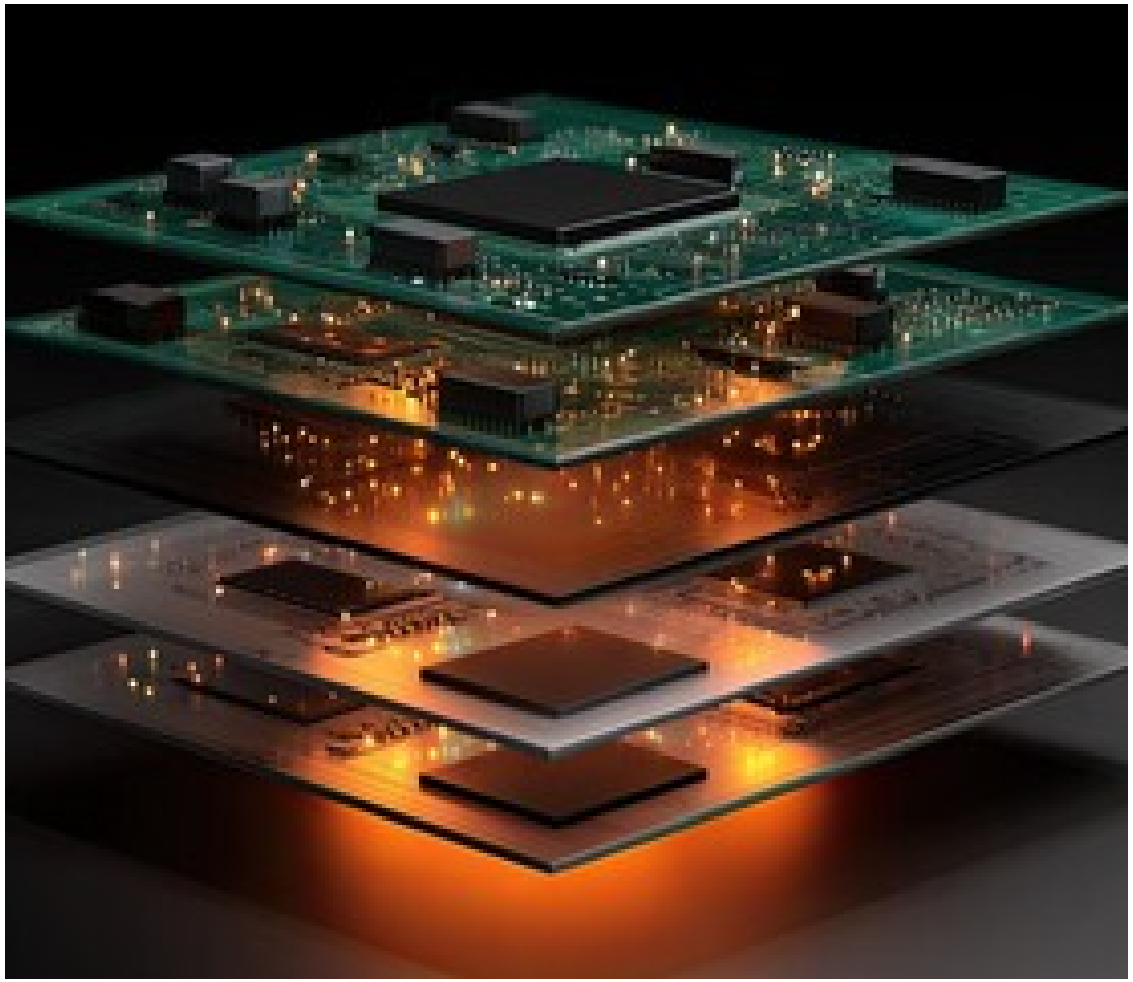
Requirements & Industry Standards

- Physical security
- Cybersecurity and Data Privacy
- Regulatory compliance
- Risk management
- Incident response
- Employee training
- Security culture



Layered Approach

- Written policies and procedures
- Physical security measures
- Cybersecurity
- Employee awareness and compliance



Developing a Comprehensive Compliance Strategy



- Designate staff to identify new and pending laws and regulations.
- Stay current on security best practices and industry standards.
- Conduct comprehensive security assessments to identify and mitigate vulnerabilities and prioritize security needs.
- Establish a mechanism for reporting security concerns.
- Investigate all reports and assess potential threats
- Provide training opportunities and evaluate responses regularly.
- Document plan updates, procedural changes, and security enhancements.
- Prioritize safety and security.

Thank You!



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Break

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Ask the Experts Panel

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Thank You!



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Keynote Session

Chief Andrew Caggiano

President, NJ State Association of Chiefs of Police

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President, NJ State Association of Chiefs of Police

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