

SECURITY RESOURCES FOR PROTECTING PLACES OF WORSHIP



PROTECTING PLACES OF WORSHIP: Six Steps to Enhance Security Against Targeted Violence

► Plan Ahead

Each week, mass gatherings take place across the country in places of worship, making them prime targets for malicious actors. Places of worship are vulnerable to attacks that may result in a high number of deaths and injuries. Places of worship can consider taking the following high-level steps to mitigate these attacks:

-  **Step 1: Understand the Risk**
-  **Step 2: Understand Your Space**
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-  **Step 4: Inform and Educate Greeters**
-  **Step 5: Pursue Grants**
-  **Step 6: Report Hate Crimes and Other Incidents**



Risk = Threat x Vulnerability x Consequence



RISK:

Potential for an unwanted outcome as a result of threats, vulnerabilities, and consequences associated with an incident, event, or occurrence



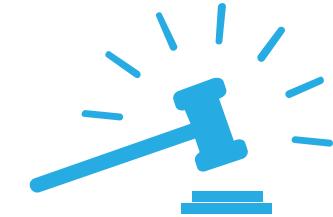
THREAT:

An occurrence (whether human-caused or naturally occurring) that can harm your people, property, information, operations, or environment



VULNERABILITY:

A physical feature or operational attribute that leaves you open to exploitation or susceptible to hazard



CONSEQUENCE:

The effect of an event, incident, or occurrence



Source: DHS Lexicon Terms and Definitions, 2017 Edition – Revision 2, Issued October 16, 2017, dhs.gov/publications/dhs-lexicon.

Threat Vectors



Active Shooter



Vehicle Ramming



Insider Threat



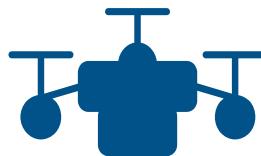
Edged Weapon Attack



Improvised Explosive
Device (IED)



Fire as a Weapon



Small Unmanned
Aircraft Systems (sUAS)



Complex Coordinated
Attack (CCA)

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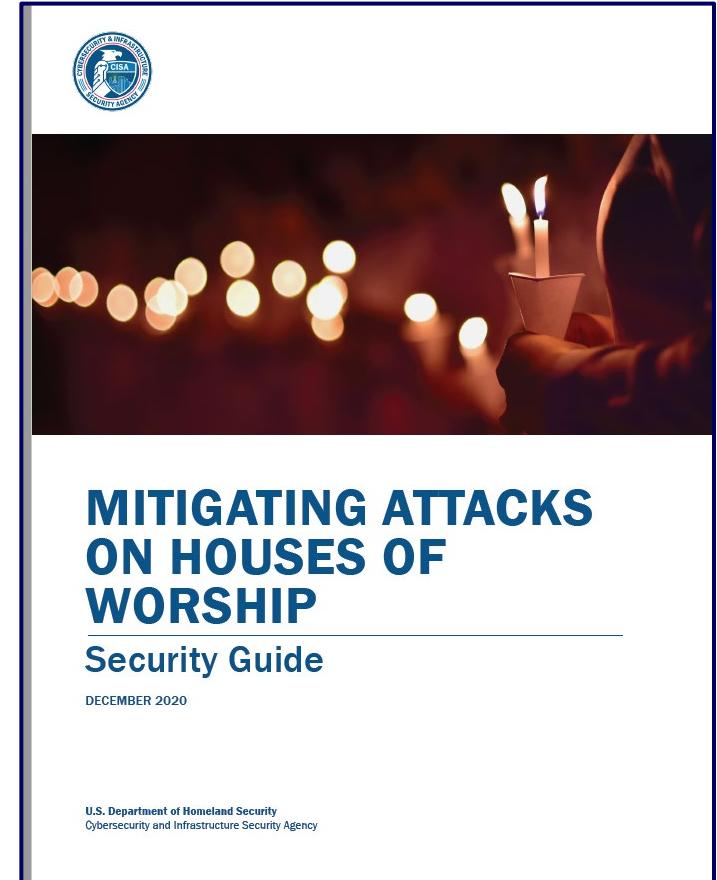
Mitigating Attacks on Houses of Worship

CISA has prepared a security guide to help faith-based organizations develop a comprehensive security strategy for adoption to the unique circumstances of every mosque, church, temple, synagogue, and other sites of religious practice across the country.

First stop for guidance and resources to inform Faith Based Organizations and Houses of Worship (FBO-HOW) security-based decisions.

Provides a robust **security framework** that can be tailored to houses of worship of all sizes and denominations.

[cisa.gov/resources-tools/resources/mitigating-attacks-houses-worship-security-guide](https://www.cisa.gov/resources-tools/resources/mitigating-attacks-houses-worship-security-guide)



Security Framework

Faith-based framework for enhancing security

Understand Risk

- Form a security team
- Develop information sharing relationship with local Law Enforcement, state, federal and faith-based partners
- Utilize Security Self-Assessment Tool

Develop and Exercise a Plan

- Security and/or Emergency Action Plan
- Tabletop Exercise Packages

Implement Protective Measures

- Layered security approach (outer, middle, inner perimeters, cyber)
- Implement no- to low-cost measures to reduce risk

Reduce Risk Through Non-Confrontational Techniques

- Identify potential suspicious behavior and take appropriate action



DE-ESCALATION SERIES FOR CRITICAL INFRASTRUCTURE OWNERS AND OPERATORS

RECOGNIZE
How You Can Notice the Warning Signs of Violence

Co-workers, friends, and family are often best positioned to recognize the warning signs in someone who may be on a path to violence.

People who resort to violence are often driven by a combination of predispositions, personal or professional stressors, and assorted resentments.

KEY POINTS TO REMEMBER

- A person's behavior and communication are often disclosed through nonverbal means. Pay attention to what people are saying through facial expressions, emotions, and body language.
- Individuals are unique and will likely not disclose intentions or needs in a uniform manner. Bel that some people find troubling or threatening very well be someone's way of asking for help.
- People have bad days. They can become sad, argumentative, or angry; this does not mean there is intent to cause harm.
- Confirmation of a threat requires a solid

When you notice the warning signs, you can help prevent violence in two primary ways. One applies to urgent situations when violence is occurring or is imminent. The other enables you to help people by reporting your observations.

This document describes activities and behaviors that may be concerning, may be constitutionally protected and a conclusion that the behavior represents a potential threat of force, illegal, or other criminal action. Signs threatening infrastructure owners and their operators may also be taken.

MITIGATING ATTACKS ON HOUSES OF WORSHIP
Security Guide
DECEMBER 2020

U.S. Department of Homeland Security
Cybersecurity and Infrastructure Security Agency



cisa.gov/topics/physical-security/protecting-houses-worship

November 29, 2023

7

Forming a Security Team

Establish Roles and Responsibilities:

Security Coordinator

- Responsible for implementing the security strategy
- Full/part-time staff/volunteer

Security Planning Team

- Supports the Security Coordinator with planning and executing the security strategy. Security experience preferred but not required.
- Diverse and representative of organization

Safety Team

- Includes greeters and volunteers as the first line of defense in identifying and reporting suspicious activity.
- Volunteers, ushers, greeters etc.



cisa.gov/topics/physical-security/protecting-houses-worship/resources

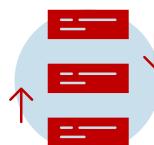
November 29, 2023

Self-Assessment Tool

An **easy to use, interactive, security-focused self-assessment tool** that assists stakeholders in understanding potential risks and identifying corresponding risk mitigation solutions.

QUESTION	VERY LOW	LOW	MEDIUM	HIGH	VERY HIGH
1. Does the house of worship have a security manager or security committee to make security management decisions?	The house of worship does not have a security manager or committee.	The house of worship has a security manager or committee, but security management activities are regularly scheduled, but not coordinated with other committees, departments, or groups (e.g., special events planning, childcare).	The house of worship has a security manager or committee. Security management activities are regularly scheduled and coordinated with other committees, departments, and groups, but additional personnel are needed to support the facility's security mission.	The house of worship has a security manager or committee. Security management activities are regularly scheduled and coordinated with other committees, departments, and groups, and staffing levels fully support the facility's security mission.	The house of worship has a security manager or committee. Security management activities are regularly scheduled and coordinated with other committees, departments, and groups, and staffing levels fully support the facility's security mission.

Results of the assessment can **assist** organizations in improving security and managing identified risks through the ability to:



Prioritize potential security measures



Review best practices and available resources



Develop investment justifications for internal budgeting processes or external grant requests



cisa.gov/houses-worship-security-self-assessment

CISA Assessment Resources

- CISA Protective Security Advisors (PSA) and Cyber Security Advisors (CSA) are field-based personnel who serve as critical infrastructure security specialists
- The PSA serves as critical infrastructure security specialist focusing on five mission areas:



SURVEYS AND ASSESSMENTS

PSAs conduct voluntary, non-regulatory security surveys and assessments on critical infrastructure assets and facilities within their respective regions.



OUTREACH ACTIVITIES

PSAs conduct outreach activities with critical infrastructure owners and operators, community groups, and faith-based organizations in support of CISA priorities.



SPECIAL EVENT SUPPORT

PSAs support Federal, State, and local officials responsible for planning, leading, and coordinating NSSE and SEAR events.



INCIDENT RESPONSE

PSAs plan for and, when directed, deploy in response to natural or man-made incidents.



BOMBING PREVENTION AND AWARENESS

PSAs work in conjunction with CISA's Office for Bombing Prevention by coordinating training and materials for partners to assist in deterring, detecting, preventing, protecting against, and responding to improvised explosive device threats.



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cisa.gov/topics/physical-security/protecting-houses-worship

Planning Resources



Mitigating Attacks on Houses of Worship Security Guide

CISA developed a security framework that can be tailored to houses of worship of all sizes and denominations.

[Mitigating Attacks on Houses of Worship Security Guide | CISA](#)



Active Shooter Emergency Action Plan Template

CISA developed the Emergency Action Plan (EAP) template which documents information recommended for an effective EAP to help organizations prepare their personnel for and respond to active shooter incidents.

[Active Shooter Emergency Action Plan Product Suite | CISA](#)



Resources related to planning

- [Guide for Developing High-Quality Emergency Operations Plans for Houses of Worship](#)
- [ready.gov/business-continuity-plan](#)
- [FEMA Planning Guides](#)

Protecting Houses of Worship



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cisa.gov/resources-tools/resources/mitigating-attacks-houses-worship-security-guide



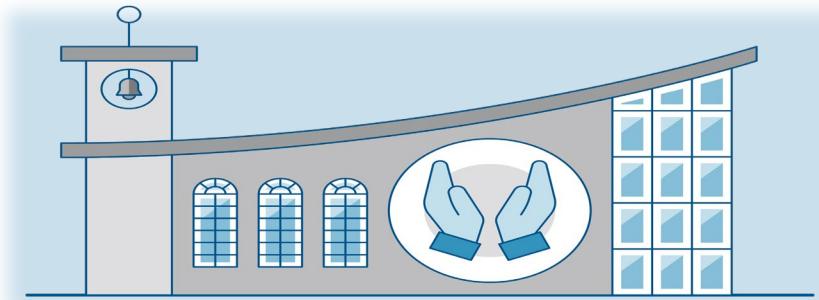
Houses of Worship Self-Assessment Tool

An **easy to use, interactive** tool that assists stakeholders in understanding potential risks and identifying corresponding risk mitigation solutions. cisa.gov/houses-worship-security-self-assessment



Protecting Houses of Worship Video

A multi-faith look at options for consideration to mitigate risk to places of worship and related facilities. [YouTube Playlist](https://www.youtube.com/playlist?list=PLXWzXWzXWzXWzXWzX)



Web-based resources dedicated to enhancing faith-based security

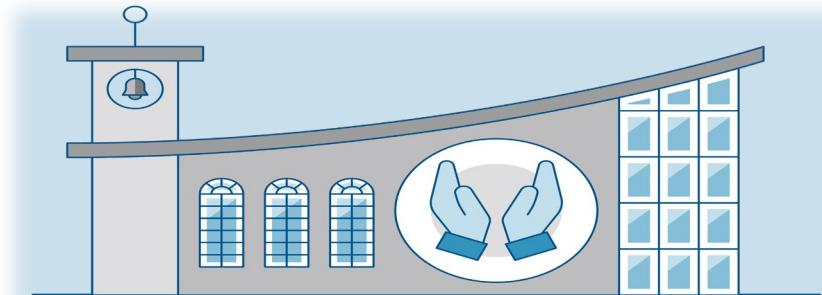
- cisa.gov/topics/physical-security/protecting-houses-worship/resources
- cisa.gov/resources-tools/resources/physical-security-scenarios
- dhs.gov/faith
- faithbased-isao.org

QR Code Direct to the Resources



Faith-Based Organizations CTEP Documents

- Faith-Based Organizations Tabletop Exercise with Videos
 - An interactive tabletop exercise consisting of three modules: pre-incident information sharing, incident response and short-term recovery.
 - Threats vectors consisting of a phishing attack, vehicle ramming, active shooter, and potential improvised explosive device (IED)
 - Has integrated web-based videos for a more interactive experience.
- Faith-Based Organizations Tabletop Exercise
 - An interactive tabletop exercise consisting of two modules: threat and incident.
 - Threats vectors consisting of an IED and active shooter.



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React vs. Respond

React: Instinctively behave in a particular way.

Fight, Flight, Freeze: Control your responses to the threat. Do not instinctively react to them.

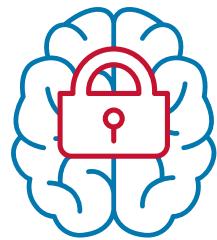
Respond: Behaving in a particular way due to training and knowledge of a situation.



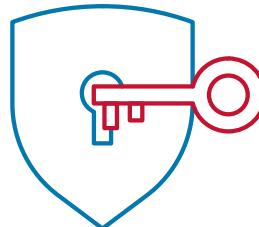
Be Prepared to Respond



Being prepared to effectively act during an incident is a key element of survival



Cultivating a mindset of security awareness assists in assessing risk and preparedness



Training and practice helps prepare you to respond during an emergency

If You See Something, Say Something™

- Campaign to raise public awareness of indicators of terrorism and crime, and the importance of reporting suspicious activity
- Recognizes that we all can play a roll in making our communities and facilities safe
- Recognize the signs of terrorism-related suspicious activity training video.

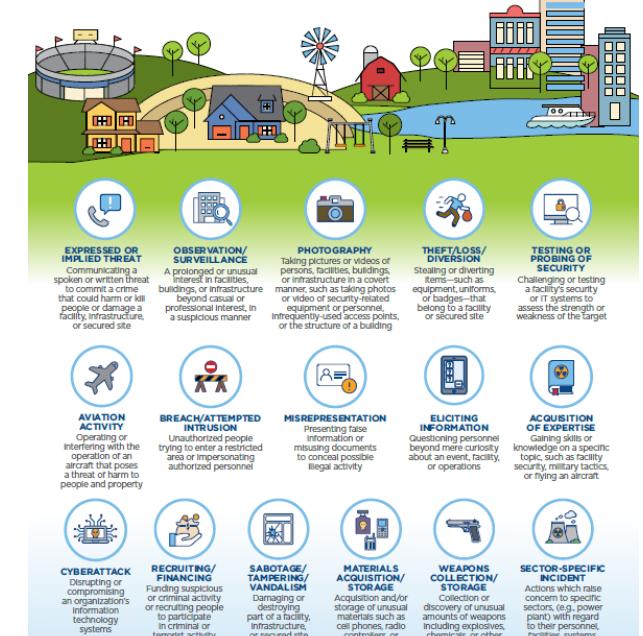
[See Something, Say Something: Recognizing the Signs | CISA](#)

Visit www.dhs.gov/see-something-say-something



Protect your every day.

RECOGNIZE THE SIGNS OF TERRORISM-RELATED SUSPICIOUS ACTIVITY



The above activities should only be reported if they are conducted in a manner that would arouse suspicion of terrorism.

If you **see** something, **say** something

REPORT SUSPICIOUS ACTIVITY TO LOCAL AUTHORITIES OR CALL 9-1-1 IN CASE OF EMERGENCY

dhs.gov/SeeSay



Non-Confrontational Techniques

In addition to traditional protective measures, **non-confrontational techniques can serve as important components of a comprehensive security practice** to mitigate the dynamic threat environment.

These techniques augment security through “softer skills” that can be implemented by security and non-security personnel.



[Non-Confrontational Techniques | Cybersecurity and Infrastructure Security Agency CISA](#)

CISA makes available several resources to support stakeholders in building this capability:



Power of Hello
– assists in easily identifying observable suspicious behaviors



De-Escalation Series –
introduces four actions that may be taken if suspicious behavior is present – Recognize, Assess, De-Escalate, and Report – to inform effective prevention and mitigation of violence.

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Explore Other Key Resources and Tools to secure your place of worship and minimize the impact of a potential attack.



Grants

FEMA Nonprofit Security Grant Program

State level opportunities



Nonprofit Security Grant Program (NSGP) Application Process



[Find Your SAA Contact](#)

Get a UEI Number

Prepare Subapplication Materials

Submit Your Subapplication

Note that the [Nonprofit Security Grant Program \(NSGP\)](#) allows certain types of entities to apply for funding as subapplicants. Before proceeding to the steps below, verify that your organization is an eligible subapplicant by reviewing the Notice of Funding Opportunity on [grants.gov](#).

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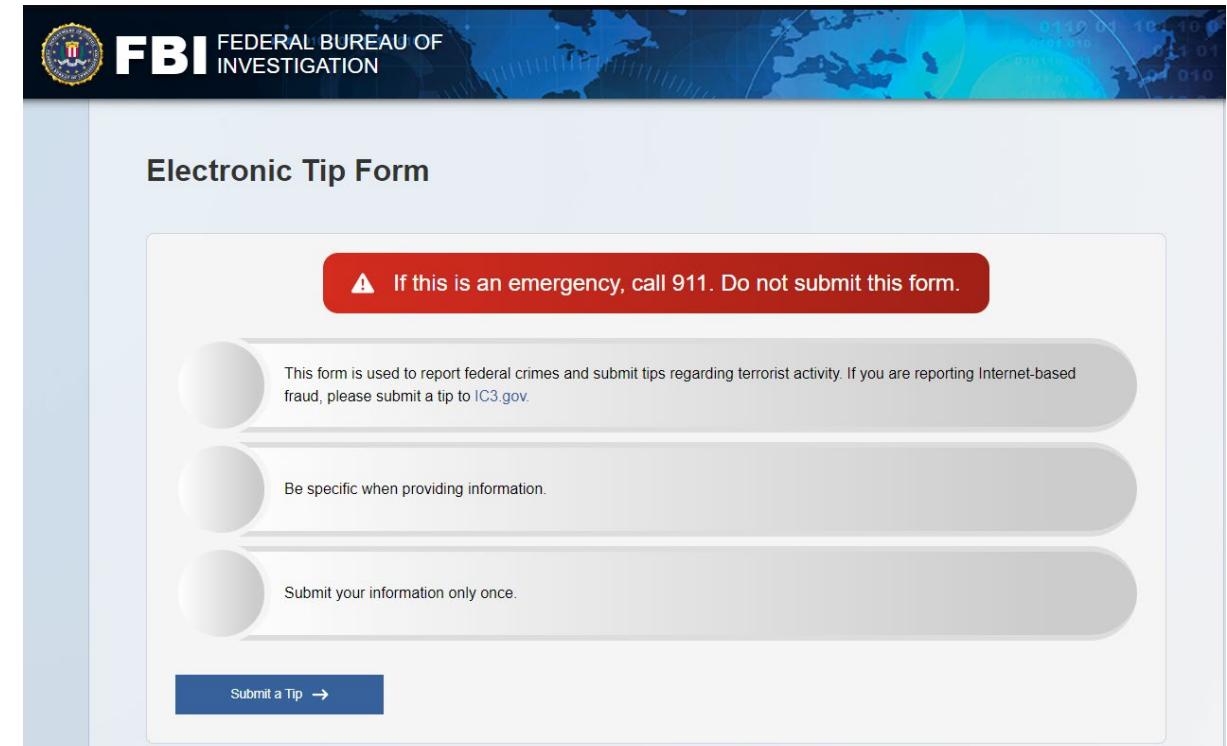
Steps to Mitigate Against Potential Threats of Targeted Violence



Report

[Report](#) hate crimes or any other criminal incidents to local law enforcement and the FBI.

Hate crime definition: a committed criminal offense which is motivated, in whole or in part, by the offender's bias(es) against a race, religion, disability, sexual orientation, ethnicity, gender, gender identity

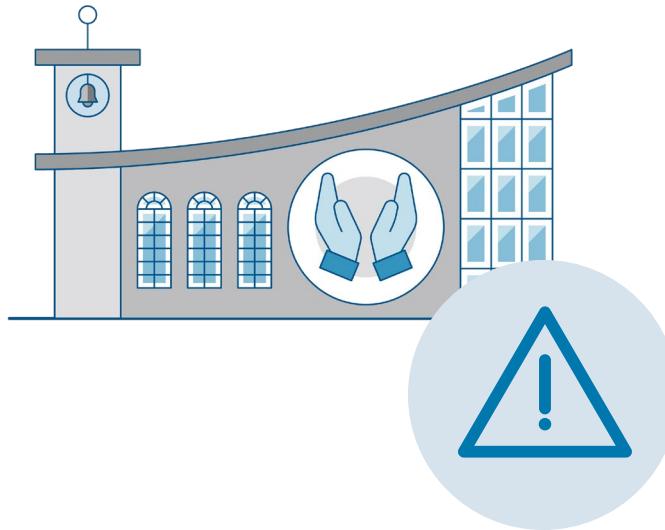


The screenshot shows the FBI's Electronic Tip Form page. At the top is the FBI logo and the text "FEDERAL BUREAU OF INVESTIGATION". Below this is a banner with a world map and binary code. The main title is "Electronic Tip Form". A red warning box contains the text: "⚠ If this is an emergency, call 911. Do not submit this form." Below the warning, there are three grey callout boxes with white text: "This form is used to report federal crimes and submit tips regarding terrorist activity. If you are reporting Internet-based fraud, please submit a tip to IC3.gov.", "Be specific when providing information.", and "Submit your information only once.". At the bottom is a blue button labeled "Submit a Tip →".



PROTECTING PLACES OF WORSHIP: Six Steps to Enhance Security Against Targeted Violence

If an Incident Occurs:



- ▶ Immediately call 9-1-1.
- ▶ Activate your emergency plan.
- ▶ Ensure every employee and volunteer who has a role knows how and when to perform it.
- ▶ Include life-saving training such as STOP THE BLEED®.

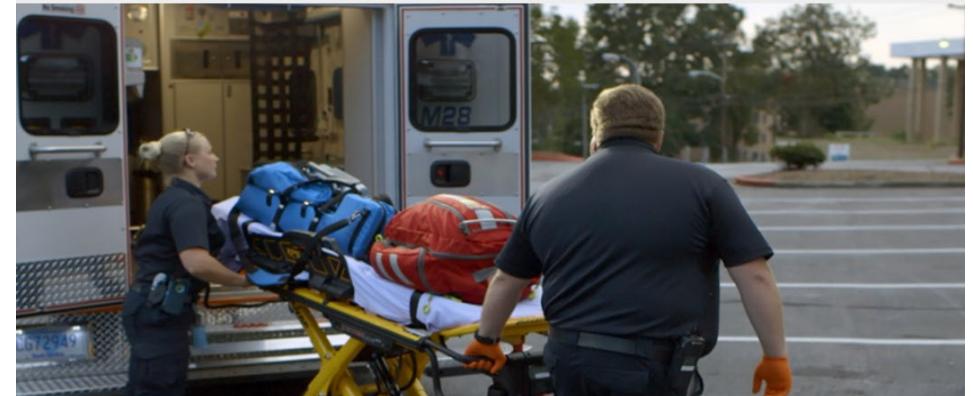
You are the Help until Help arrives

Life-threatening emergencies can happen fast, and emergency responders aren't always nearby.

You may be able to save a life by taking simple actions immediately.

Learn five simple steps that may save a life:

- Call 9-1-1
- Stay Safe
- Stop the Bleeding
- Position the Injured
- Provide Comfort



[You Are the Help Until Help Arrives \(fema.gov\)](https://www.fema.gov/you-are-help-until-help-arrives)

November 26, 2023



Questions?

Glenn.Sanders@cisa.dhs.gov

To access the digital version of this guidance, follow the QR code below:

