

ASIS FEATURE

FIREARM CONTROL

Firearm control in the Caribbean presents a complex landscape shaped by historical, socio-economic, and geopolitical factors unique to the region. As nations grapple with the dual imperatives of combating crime and preserving civil liberties, policymakers face a delicate balancing act in crafting effective firearm control measures that prioritize public safety while respecting individual rights.

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Why Guns, Guns, Everywhere!

The Global Initiative Against Transnational Organised Crime (GITOC) reports that several million illicit firearms and ammunition are circulating in the Caribbean region, and experts believe the proliferation of these weapons is one of the single largest threats.

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Securing Jamaica: A Unified Approach to Crime and Corruption

Jamaica faces a formidable challenge on crime and corruption, necessitating a comprehensive security framework that adapts to the intricacies of these issues. This article explores the integration of a multi-faceted approach, combining a risk-based strategy, covert investigations, specialist intelligence, private security, Crime Prevention Through Environmental Design (CPTED), and community Policing. The synergy of these elements offers a holistic solution to the multifaceted nature of criminal activities, promoting both proactive and reactive responses.

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Community Policing further strengthens the ties between law enforcement and the public.



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Aldean K Campbell, JP
Legislative Chairperson
ASIS Member

FIREARM CONTROL

FIREARM CONTROL IN THE CARIBBEAN IS A COMPLEX AND MULTIFACETED ISSUE THAT REQUIRES A HOLISTIC AND COLLABORATIVE APPROACH.

Firearm control in the Caribbean presents a complex landscape shaped by historical, socio-economic, and geopolitical factors unique to the region. As nations grapple with the dual imperatives of combating crime and preserving civil liberties, policymakers face a delicate balancing act in crafting effective firearm control measures that prioritize public safety while respecting individual rights.

The Caribbean region is no stranger to the scourge of gun violence, with many countries experiencing high rates of firearm-related crimes such as homicides, armed robberies, and gang-related violence. The proliferation of illegal firearms, often smuggled into the region through porous borders or maritime routes, poses a significant challenge to law enforcement efforts and contributes to the perpetuation of criminal activities. In response to these challenges, governments in the Caribbean have implemented various firearm control measures aimed at curbing the illicit trade in firearms and reducing gun-related violence. These measures include stringent regulations on firearm licensing and registration, restrictions on the importation and sale of firearms, and enhanced border security measures to prevent illicit arms trafficking.

However, despite these efforts, the effectiveness of firearm control measures in the Caribbean is often hampered by a range of structural and systemic challenges. These include limited resources and capacity constraints within law enforcement agencies, corruption and collusion among public officials, and the presence of powerful criminal syndicates with access to sophisticated weaponry.

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The effectiveness of firearm control measures in the Caribbean is often hampered by a range of structural and systemic challenges.

Moreover, socio-economic factors such as poverty, inequality, educational outcomes, and unemployment contribute to the prevalence of crime and violence in many Caribbean nations, exacerbating the demand for firearms as tools of coercion and self-protection in marginalized communities. Addressing the root causes of crime requires a comprehensive approach that combines targeted law enforcement efforts with social development programs aimed at addressing underlying socio-economic disparities.

Despite these challenges, there are also opportunities for progress in firearm control in the Caribbean. Regional cooperation and collaboration among Caribbean nations, as well as with international partners and organizations, can enhance information-sharing, intelligence-sharing, and joint operations to combat transnational organized crime and arms trafficking networks.

Furthermore, investment in crime prevention strategies, community policing initiatives, primary education, and youth empowerment programs can help address the root causes of violence and reduce the demand for

firearms among at-risk populations. Additionally, public awareness campaigns and educational initiatives on firearm safety can promote a culture of responsible gun ownership and contribute to reducing accidents and incidents of misuse.

In conclusion, firearm control in the Caribbean is a complex and multifaceted issue that requires a holistic and collaborative approach. By addressing the underlying drivers of crime and violence, strengthening law enforcement capacities, and promoting responsible gun ownership, Caribbean nations can work towards creating safer and more secure communities for all citizens.

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Managing Security Risks at a University Campus

Deneal Walters, PSP
ASIS Member

The goal of a university is to develop human capital. In discharging its duty of care, a university should ensure that it manages its security risks and maintains a secure environment for its constituents – especially its student population. A university may utilize security risk management, which is the ongoing process of identifying security risks, and plans to mitigate them.

Physical Security Measures

The Facilities Physical Security Measures Guidelines (ASIS International 2009, p.3) defines physical security as “that part of security concerned with measures to safeguard people, prevent unauthorized access to equipment, facilities, material and documents and to safeguard them against a security incident.” Managing security risks at a university, especially in a developing country, may include greater reliance on physical security measures which include security officers, perimeter fencing, intrusion detection devices, lighting and cameras.

Managing Security Risks at a University

A university usually has a centralized Campus Security Office that is headed by a Director of Security or Chief

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Of particular importance to security at a university is the human element. That is, the security officer or the Campus Police Officer who are often the first point of contact with persons who may have a general or specific security need.

Security Officer whose responsibility is to manage and coordinate security activities. They also manage the contracted security personnel that are assigned to the university and where necessary liaise with the law enforcement officers.

Paul Dean in an article “Technology as a Force Multiplier for Campus Security Personnel” states that “Security Departments at universities are focused on two things; (i) crime prevention, and (ii) quick crime amelioration or resolution,” (International Association of Campus Law Enforcement Administrators 2023, paraphrased).

The efficacy of the Campus Security Office and its operatives in managing the security risks faced by a

university and its constituents depends on several factors including the primacy that is given to security by the university's administration, the financial and other relevant resources that are available to security, the security legislation that is in place - such as a Campus Security Act, a University Security Policy as well as cooperation from the university community.

Reliance on the Human Element

Of particular importance to security at a university is the human element. That is, the security officer or the Campus Police Officer who are often the first point of contact with persons who may have a general or specific security need. They usually interface with a wide cross-section of the university community, responding to a myriad of security issues whether of a criminal or non-criminal nature, while performing other traditional security functions.

Due the possibility of being assigned to work at different locations on a university, the security officer or Campus Police Officer must be fully briefed on the relevant Standard Operating Procedures (SOPs), Post Orders, relevant laws, policies, and protocols of the university.

There is a uniqueness to a university that security personnel must consider, such as cultural differences based on the diverse groups of students and staff from different countries and backgrounds. The university's security apparatus, including the security personnel, are expected to enhance the university experience by creating and maintaining a campus that is free from crime and the fear of crime.

Main Security Risks and Frequently Reported Incidents

A university may face a variety of risks due to its open and welcoming nature, its large acreage, sprawling buildings, poor environmental design, multiple access points, the communities that surrounds it, as well as the vast number of persons who access the facility daily.

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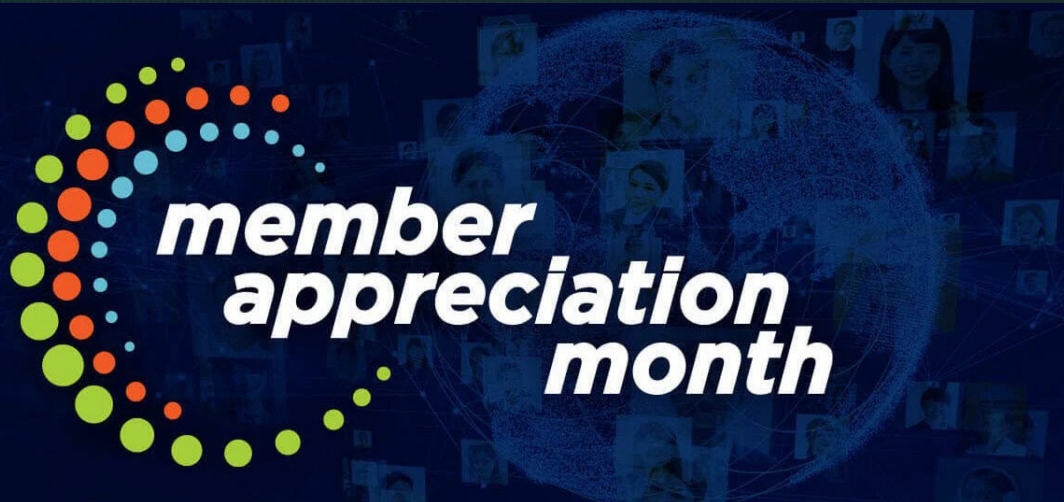
Some of the most frequently reported incidents are simple larceny of cell phones, laptops, electronic devices and other personal property, larceny of motor vehicles, larceny from motor vehicles, traffic offences and domestic disputes.

A university may also face data breaches on its enterprise systems and information technology infrastructure. It is therefore paramount that appropriate cybersecurity and electronic security measures are in place to prevent, detect and deal with these breaches which could be crippling to the university. It is also important that security be a part of the university's Business Continuity Plan.



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INTERNATIONAL Women's Day



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International Women's Day

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Why are women still having to fight for gender equality when it is evident that we too, can be effective leaders and innovators?

Audrienne Deitrich-Stewart
WIS, ASIS Member

To the women in security, the women who started the movement, and to those continuing the movement for gender equality, a very happy International Women's Day to you. Why are women still having to fight for gender equality when it is evident that we too, can be effective leaders and innovators? Whilst pursuing my MBA, I took a course in Leadership Theory which required that I researched notable leaders and their leadership styles. Naturally, most students began looking at famous world leaders like Nelson Mandela, Mahatma Gandhi and Abraham Lincoln to name a few. I, however, reflected on the assignment and wondered where us women fell in the scheme of things. This led me to look at Ms. Zandra Flemister, the first African American woman to serve as a United States Secret Service agent.

Born on November 21, 1951, Ms. Flemister is a forgotten pioneer. Whilst working for the secret service from 1974 - 78 she endured intense racial and gender discrimination from fellow agents and supervisors. She was, for example, denied being a part of higher-paying security details because she had an afro hairstyle.

During her tenure she provided protection to the 38th President of the United States Gerald Ford and his daughter Susan Ford. She also protected Amy Carter, daughter of the 39th President of the United States Jimmy Carter. Ms. Flemister walked away from the US Secret Service with her pride in 1978.

In 2000, she initiated a class-action lawsuit alleging rampant racial discrimination within the Secret Service. Unfortunately, she was not able to physically continue the fight after being diagnosed with early-onset Alzheimer's disease in her early 50's. In 2017, the Secret Service agreed to a settlement of 24 million dollars and pledged to deal with the problem of racial and gender discrimination within the service. That, however, continues to be a challenge according to the Washington Post which reports that "not a single black female agent remained in the service long enough to reach retirement".

While I believe the fight for gender equality will continue for years to come, the perseverance of a woman is unmeasurable.

Photo courtesy of: <https://www.hcamag.com/ca/specialization/recruitment/employee-screening-the-biggest-problems-hr-faces/217499>



A Closer Look At Pre-Employment Screening

Richard Johnson, CPP, PCI, PSP
ASIS Member

In the ever-changing job market, companies must make well-informed hiring decisions that are consistent with the goals and values of their businesses. Pre-employment screening has become an essential part of the hiring process because it provides businesses with important information on a candidate's credentials and background.

What is pre-employment screening?

The term background check, pre-employment screening, and background investigation are sometimes used interchangeably, they are different but related. A background check is a confirmatory type of check, merely a verification of the applicant's information. Background investigation as the name suggests, is geared towards finding additional information that the applicant did not mention on the application form. Pre-employment screening encapsulates all the other two checks above and may additionally include any of the following tests: drug/alcohol, aptitude, medical, and polygraph. Pre-employment screening is used ultimately to determine if the candidate is suitable for the position. Some components of pre-employment screening are reference checks, education and

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It is in the best interest of the company to develop a comprehensive, legal, effective, and fair pre-employment screening program. Buy-in from upper management will ensure the program's success.

employment verification, credit checks, social media screening, criminal history checks, civil litigations, and any other area deemed necessary for the position.

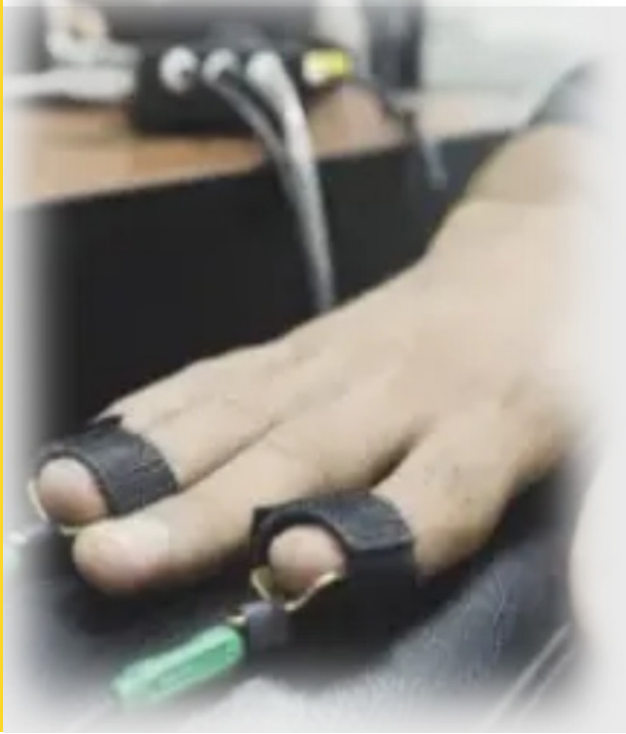
There are tremendous benefits of the pre-employment screening program such as risk reduction, legal compliance, better hiring decisions, reduced staff turnover, mitigation of insider dangers, prevention of workplace harassment, and protection of the company's reputation. Not all positions require the same level of screening. Employees that are trusted with a high degree of responsibility, sensitive information, cash/financial instruments, working with children, elderly, hazardous material and so on will require a more in-depth screening.

Timing of Pre-employment screens

The screening should be conducted before confirming the potential employee the position, because the results of the pre-employment screening will be a factor in the final hiring decision. However, the company reserves the right to conduct checks at any stage of the hiring process based on the requirements of the position and the company's policy. There are instances where applicants are allowed to start working but are terminated during the probationary period for adverse findings of the background screening. This is an ill-advised position by the employer, because the applicant may have resigned from his/her previous job to take the current offer, only to be terminated months later. However, the employer action is usually covered by the employee contract that would have a clause to the effect "this offer is contingent upon a satisfactory background investigation".

Screening Program

It is in the best interest of the company to develop a comprehensive, legal, effective, and fair pre-employment screening program. Buy-in from upper management will ensure the program's success. Employers must conduct pre-employment screening to maintain workplace safety, make informed recruiting decisions, and adhere to regulatory requirements. It helps to preserve the company's reputation, reduce any dangers related to careless hiring, and to maintain a safe and effective work environment. It's critical to conduct pre-employment checks fairly, openly, and in compliance with all applicable laws and privacy regulations such as the newly implemented "Data Protection Act" as well as with the candidates' consent.



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Special Events Security Planning Team

Keron Thomas, PCI, PSP
ASIS Member

In the last decade several critical incidents at large scale special events have marred the course of history, arguably, none more so than the Las Vegas shooting on October 1, 2017, in the United States of America. On that fateful occasion, a lone gunman fired over 1000 rounds into an unsuspecting crowd of over 22,000 patrons, resulting in the loss of 58 innocent lives and injuring 85 attendees (Las Vegas Metropolitan Police Department, 2017).

Special event incidents are often stereotypically viewed as a failure of proper event security planning and crowd management. In the context of incidents, the range of what can go wrong may include terrorist events, mass shootings, hooliganism, crowd disorder, assault, vandalism, logistical failures, fraud, theft, building collapse, fires, stampedes, and inclement weather (Hall et al, 2012).

The Las Vegas shooting is prominent because of the risk nature and consequence of injury and death that was perpetrated deliberately. In the scheme of things, the nature and anticipation of the various risks to special event stakeholders (spectators, officials, competitors, volunteers, community members etc.) drives the

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need for the creation and maintenance of a safe and secure environment throughout the expected phases of a disaster or crisis. Nunez (2017) reasoned that the phases of critical incident management consider the context of actions performed before, during and after an incident. Formally, the phases can be referenced as the tactical, operational, and strategic steps of the incident management process, which are ideally meant to eliminate incidents, prepare responders, and allow for response and recovery against any (un)foreseen threat.

The consideration and establishing of safety and security measures at sport and special events requires the collaboration and coordination of many individuals and agencies. To achieve this, the organizers of special events should foster close working relationships among key stakeholders involved in the planning and implementation of security plans, policies and



protective measures which begins with the formation of a high-performance working group (Hall et al, 2012). This working group will determine the risk strategy, communication strategy, crisis leadership, and decision-making principles among other things. Depending on the event being planned, it can have multiple levels and multiple participants. As with the expected clinical planning for the event, the group complement should be by design and should include practitioners from law enforcement, medical services, facility management, emergency management, legal, media relations, training,

logistics and physical security. By pooling together these special skill sets, a concerted effort is made to plan for the worst outcomes in the best possible way and can be the disrupter of another Las Vegas type incident.

Whether the event security planning team is planning for the Olympics or a gathering of a few people, the fundamental step of establishing the necessary team members remains the same. The only difference to be considered would be the size of the team, which is often decided by the magnitude or type of event being planned.



How many people work in the security sector worldwide? What is driving growth in the security equipment market? What trends are making the greatest impacts?

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Conroy Samuda, CPP, PCI

The Executive and Members of ASIS International
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Conroy Samuda, CPP, PCI

for successfully completing the
Professional Certified Investigator (PCI)
exam on February 14, 2024.



Photo courtesy of: <https://www.facebook.com/JamaicaConstabularyForce/photos/>



Guns, Guns, Everywhere!

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The Global Initiative Against Transnational Organised Crime (GITOC) reports that several million illicit firearms and ammunition are circulating in the Caribbean region.

Jason Robinson, MSc, BA, Dip, PCI, PSP
Mentorship Chairperson

According to local crime data, Jamaica ended 2023 with 1393 murders, which is not very comforting. Despite being labelled a Small Island Developing State by the United Nations in 2011, Jamaica currently has one of the highest homicide rates in the world, majority of which are committed with the use of illicit firearms—approximately 80 percent according to the data. The question remains, how did we get here, and what are we going to do about it?

The Global Initiative Against Transnational Organised Crime (GITOC) reports that several million illicit firearms and ammunition are circulating in the Caribbean region, and experts believe the proliferation of these weapons is one of the single largest threats facing many countries, including Jamaica, especially now that firearms seem to be the weapon of choice for local organised crime groups.

The proliferation of illicit firearms and ammunition has made it easier for organised crime groups to acquire them from several neighbouring countries considered as ‘source’ countries. It is widely reported that a significant number of the weapons and ammunition

found in Jamaica originates from the United States—albeit being trafficked via different routes and methods to enter the island. As a response, Jamaica’s Security Forces are undertaking initiatives that are focused on interdicting and recovering illicit firearms from the streets and to disrupt organised crime groups.

The efforts by law enforcement and stakeholder agencies have yielded some results—recovering almost 700 illicit firearms per year, according to a Jamaica Gleaner Article entitled ‘Inefficiency in insecurity.’ However, based on the consistency of firearm and ammunition recovery trends, it seems organised crime groups are still actively engaged in trafficking illicit firearms and ammunition in furtherance of their criminal enterprises. Therefore, more needs to be done. The ‘Weapons Compass,’ the first Caribbean Firearms Study was recently published by the Small Arms Survey—a global centre for arms research. The Report contains some important findings and provides a very useful framework for combatting small arms trafficking and proliferation in the Caribbean region. According to the Study, most countries in the Caribbean, Jamaica included, have strict gun laws and regulations.

However, there continues to be a serious problem with the trafficking and stockpiling of illicit firearms and ammunition. Consistently, handguns account for most of the illicit weapons seized locally—more than 80 percent. This could be attributed to the fact that handguns are easily acquired, affordable, easy to conceal, and do not require complex methods for trafficking, especially by maritime shipping containers, as seen in many seizures.

The unmonitored areas of national borders and security gaps at ports of entry in Jamaica are some of the issues

that present organised crime groups with opportunities to traffic weapons and ammunition. To mitigate this problem, borders need to be adequately secured; technical expertise and sufficient resources must be provided; dialogue on firearm-related issues should include local, regional, and international stakeholders at the policy, operational and strategic levels across governments, private sector, academia, and civic groups.

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Securing Jamaica: A Unified Approach to Fighting Crime and Corruption



**St. Auburn Lewis, JP, MSc, CSMP, CICRA
ASIS Member**

Jamaica faces a formidable challenge on crime and corruption, necessitating a comprehensive security framework that adapts to the intricacies of these issues. This article explores the integration of a multifaceted approach, combining a risk-based strategy, covert investigations, specialist intelligence, private security, Crime Prevention Through Environmental Design (CPTED), and community Policing. The synergy of these elements offers a holistic solution to the multifaceted nature of criminal activities, promoting both proactive and reactive responses.

At the core of this strategic framework there should be a risk-based approach that systematically identifies, assesses, and prioritizes potential threats. By understanding vulnerabilities across different sectors, security forces can judiciously allocate resources, focusing on the root causes of criminal activities. This dynamic approach ensures that security measures remain effective against evolving threats, providing a solid foundation for the overall security strategy. Covert investigations and specialist intelligence are critical components in dismantling complex criminal networks and addressing corruption. Covert operations allow authorities to infiltrate criminal organizations, get information, and build cases against key perpetrators. Intelligence coupled with advanced technology can

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Community Policing further strengthens the ties between law enforcement and the public, empowering communities to actively participate in crime prevention.

process vast amounts of data to discern patterns indicative of criminal behavior. Collaboration with international intelligence agencies enriches the information pool, offering a global perspective on transnational crime that may impact Jamaica.

Private security firms play a pivotal role in complementing State efforts, offering tailored solutions for businesses, residential, and public spaces. Equipped with advanced surveillance technologies and trained personnel, these organizations contribute to crime prevention and rapid response capabilities. Collaborative efforts between private security and law enforcement foster a more

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Collaboration between public and private entities and integrating intelligence-driven strategies become the linchpin of this comprehensive security framework.



resilient security infrastructure, providing an additional layer of protection against criminal activities.

Crime Prevention Through Environmental Design (CPTED) introduces a proactive dimension to the security framework by focusing on the design of the built environment to deter criminal activities. Implementing features such as proper lighting, natural surveillance, signage, public/private space, and secure pathways enhances safety and reduces opportunities for criminal behavior. This approach addresses physical security and contributes to fostering a community culture of vigilance and safety.

Community Policing further strengthens the ties between law enforcement and the public, empowering communities to actively participate in crime prevention. Building trust between Police officers and residents

encourages open communication, allowing authorities to gain valuable.

intelligence. Officers that are familiar with local dynamics can collaborate with community members to address specific concerns and implement targeted solutions.

Collaboration between public and private entities and integrating intelligence-driven strategies become the linchpin of this comprehensive security framework. This united effort creates a path toward a safer and more secure Jamaica, mitigating risks, dismantling criminal networks, and fosters an environment where communities thrive free from the from crime and corruption. It is through this collective endeavour that the nation can embark on a transformative journey towards lasting security and prosperity.

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