

RADICALIZATION

Radicalization is a process wherein an individual embraces and advocates extremist ideologies, eventually committing to an extremist group or belief system. Given the current global landscape, it's imperative to be vigilant for warning signs that may indicate a person's radicalization and potential engagement in future violent actions.

IMPORTANT ISSUES ON RADICALIZATION IN THE WORKPLACE

In today's interconnected world, staying informed often means confronting distressing images and stories. From news broadcasts to social media feeds, we are frequently exposed to harsh realities of conflicts at home and abroad.

While a certain level of anxiety is a natural response to these stressors, it's crucial to distinguish between typical concern, sympathizing with distressed communities and causes, and the signs of radicalization leading to violent extremism.

BTAC BULLETIN
BEHAVIORAL THREAT ANALYSIS CENTER

SPECIAL ISSUE

Radicalization >>> *Violent Extremism*



“First-line supervisors, co-workers, and peers are often the first to notice potential indicators of radicalism or violent extremism, which should be reported to the insider threat program or law enforcement.”
- BTAC

SELF-RADICALIZATION INDICATORS

- Sympathizes with extremist doctrine
- Dissociation/isolation from friends & family
- Changes in physical appearance
- Ideological conflicts with government policy
- Atypical travel to attend or engage in violence or protest
- Changing vocabulary to reflect a new hardened point of view
- Pejoratively condemning alternate points of view

EXTREMISM ACTIVITY INDICATORS

- Consumes & shares extremist materials
 - Seeks extremist education
 - Communicates with extremists
 - Active in extremist blogs & chatrooms
 - Active or implied membership in extremist groups
 - Illicit activities & tradecraft
 - Planning and targeting
 - Attempts to teach or radicalize others
 - Expressing willingness to die for an ideology
- [*FBI/NCTC/DHS Violent Extremism Mobilization Indicators Booklet*](#)

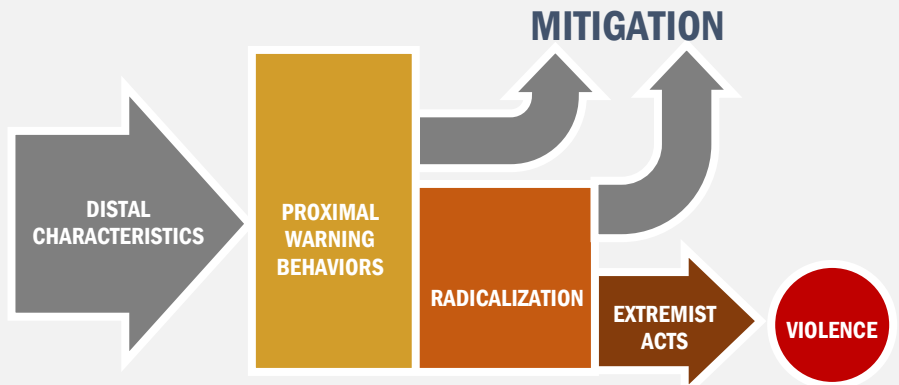


DITMAC

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STRATEGIES



Meloy, J. R. (2017). Terrorism Radicalization Assessment Protocol user manual (TRAP-18). Toronto, ON: Multi-Health Systems.

RECOMMENDATIONS FOR MITIGATING RADICAL BEHAVIOR IN THE WORKPALCE

- » Focus on the behavior and desired end result, not the person.
- » Follow up with employees on changes and progress.
- » Refrain from taking a personal stance on contentious topics within the workplace.
- » Ensure workplace feedback and messaging aligns with agency/component policy and direction. DoD has specific language and endorsed policies on some topics.
- » Ensure correspondences surrounding sensitive topics are vetted and approved by Command/Leadership before being distributed to employees (*verbal or written*).
- » Listen actively and ask clarifying questions to ensure complete understanding of the information being shared.
- » Make it a priority to hold sensitive/difficult conversations in private.
- » Organizations with UAM monitoring capabilities should heighten monitoring for extremist activities to include approved key words, and violent acts in their analysis efforts.

OBSERVE

If faced with a situation you feel is challenging, ask questions and listen to their response. First seek to understand legitimate concerns but be aware of the reportable indicators and make notes of concerning statements, correspondence (including e-mail), and other questionable expressions or behaviors.

COMMUNICATE

Hold briefings with employees to stress tolerance of differing opinions in the workplace along with appropriate topics and discussion for a professional environment. Remind team members to remain vigilant to inappropriate content, and behaviors that are indicators of risk and radicalization.

SUPPORT

Leaders should be familiar with resources that are authorized to respond to or investigate radicalization and extremist activity. This includes supportive resources such as Employee Assistance Programs (EAPs), and reporting/consulting resources such as the Insider Threat hub Threat Assessment Teams, and/or law enforcement.

CONSULT

Many indicators of radicalization are reportable under DITMAC thresholds. If you are uncertain or have questions you can coordinate with a PAR Coordinator at your garrison, request support from your Insider Threat hub and hub professionals can request support from DITMAC.

