

Guerilla Warfare

Psy-Ops by Human Predators Against
Corrections and Law Enforcement Officers

A Guide to Officer Safety and Survival



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Director

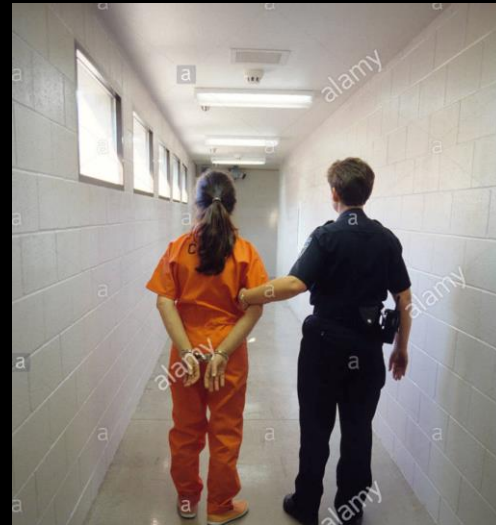
National Crisis Intervention Training Institute, Inc.

Critical Response Division

Guerrilla Warfare Part Two

Staff Seduction

Corrections and Law Enforcement Officers' Guide to Avoiding and Confronting the Traps of Predatory and Opportunistic Inmates, Prisoners, and Detainees



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Accredited by the State of Oklahoma

Council on Law Enforcement Education and Training

Course Accreditation # 19-2281 (Guerilla Warfare – 8 hrs.); 19-2279 (Dignity Assaults Only – 4 hrs.); 19-2280 (Staff Seduction Only – 4 hrs.)

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Introduction

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National Crisis Intervention Training Institute

ORGANIZATIONAL STRUCTURE

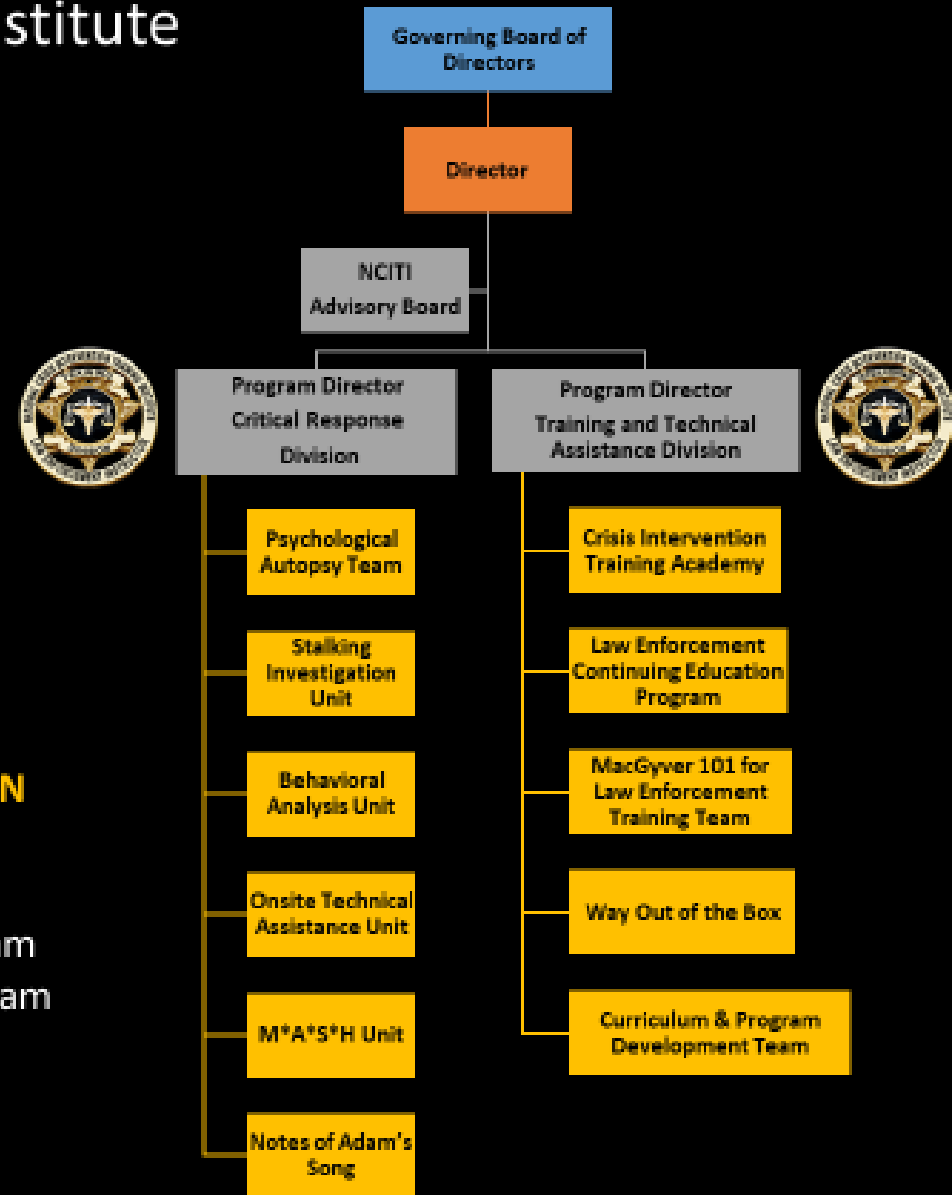
(NCITI, 2014)

CRITICAL RESPONSE DIVISION

Psychological Autopsy Team
 Stalking Investigation Unit
 Behavioral Analysis Unit
 Onsite Technical Assistance Unit
 M*A*S*H Unit
 Notes of Adam's Song

TRAINING & TECHNICAL ASSISTANCE DIVISION

Crisis Intervention Training Academy
 Law Enforcement Continuing Education Program
 MacGyver 101 for Law Enforcement Training Team
 Way Out of the Box
 Curriculum & Program Development Team



About the Instructor

- Co-Director of the National Crisis Intervention Training Institute / Current Director NCITI's Critical Response Division.
- Former Chief of Police, Northwestern Oklahoma State University Police Department.
- Veteran police detective (Norman, OK); specialized in investigation of crimes against children and covert child pornography investigations.
- Former Chief of Police, Luther (OK) Police Department.
- Former Sergeant – Special Investigations / Victim's Advocate, CIT Officer, Mid-America Christian University Police Department.
- Former Director, Department of Crimes Against Children, Children's Rights of America, Inc.
- Former Youth Crisis Counselor, Supervisor, then Director of the National Youth Crisis Hotline (Children's Rights of America, Inc.)
- Co-founded the "S.T.R.E.E.T. Outreach" (Specialized Techniques in Recovery, Engagement, Empowerment, and Tactical Outreach) program in Tampa and Atlanta, GA, under the auspices of Children's Rights of America, Inc.
- Former addictions counselor trainee (adolescent and adult clients).
- Former Nationally-Registered Paramedic. Worked in Emergency Rooms in Brooklyn, NY and Atlanta, GA, and as street paramedic in Atlanta.
- Former EMS Instructor: Georgia Paramedic Training Center.
- Developer of the Empathetic Interrogation Method, the Volunteer Applicant Screening Interview, the NCITI Psychological Autopsy Technique, and NWOSU PD's Stalking Investigation Protocols.
- M.A.Ed. in Education, with emphasis upon the "Diverse Learner."
- Doctoral Researcher (all but dissertation) with primary research interests in crisis intervention methodology, detection of deception, addictionology, and victimology.
- Author/Instructor of 38 CLEET-accredited law enforcement courses.



Participant Application of Course Material

- At the conclusion of this training, the participants will have a working **understanding of the problem** of Dignity Assaults and Staff Seduction, and be able to recognize **behavioral danger signs** of progressive attempts to **groom, lure, entrap, and coerce staff** into committing **legally and professionally-compromising behaviors**.
- Participants will be able to recognize **psychological and behavioral indicators and characteristics** in potential and actual victims, which heighten the likelihood of victimization by Staff Seducers and Predators.
- Participants will develop a working understanding of the **motivational intent** of Staff Seducers and Predators, as well as **common psychological profiles** of various types of offenders.
- Through utilization of a case study method, participants will **analyze an actual historical case** of Dignity Assaults and Staff Seduction in incarceration settings.
- Participants will develop an understanding of **practical prevention methodology** pertaining to Dignity Assaults and Staff Seduction, within the context of **precautionary measures** which may be taken by Staff of Corrections and Detention Facilities.

This Information Applies To

- **Corrections Officers.**
- Probation and Parole Workers.
- **Detention Officers and Deputies in City and County Jails.**
- Clinical Staff at Correctional Institutions and Jails.
- **Support Staff, Educators, and Clergy working with Incarcerated Individuals.**
- Substance Abuse Professionals.
- **Peace Officers working in environments where they communicate with criminals or criminals' associates.**
- Any Professional working with individuals likely to be diagnosed with various Acting Out Personality Disorders, such as Antisocial Personality Disorder, Borderline Personality Disorder, Narcissistic Personality Disorder, and Histrionic Personality Disorder, et cetera.

General Topics to be Covered

Part Two: Staff Seduction

- Working Definitions.
- Dignity Assault Typology.
- Predator Psychology: Johnson's Predator Axiology.
- Motivational Intent of Perpetrators of Sexual Assault.
- Emotional Provocation and Assault.
- Sexually-Charged Forms of Dignity Assault.
- Gassing and Other Tactics.
- Contamination and Infection Risks.
- Personal Protective Equipment: Physical, Emotional, Psychological, Cognitive, and Spiritual Preparation.
- Identifying and Addressing Personal Vulnerabilities.
- What to Tell Your Loved Ones.
- Explanation of Afternoon Training Segment.
- Break for Lunch.
- Nature and Scope of the Problem of Staff Seduction.
- Misconduct versus Mistakes.
- Danger Signs.
- Lures and Tactics of Seducers / The Seduction Process.
- Victimology.
- Motivational Intent of Perpetrators of Staff Seduction.
- Seductive Disorders: Sociopathy, Narcissism, and Borderline Personality Disorder.
- Case Study: Clinton Correctional Facility.
- Prevention of Staff Seduction.
- The Blue Wall.
- Conclusion.
- References and Recommended Reading.
- Resource Contact Information.

*Just a Few
Housekeeping
Rules...*



Nature and Scope of the Problem

“It’s like this: COs come to work and then go home at the end of their shift. They have other things to do and think about when they get off work. Meanwhile, the inmates have 24 hours a day, 7 days a week, 365 days a year, to do nothing but think about the COs: how to get next to them; how to get personal information about them, and how to use that information to compromise and corrupt the guards, to get what they want.”

Training Officer
Oklahoma Department of Corrections
(Personal Interview, 2017)

An All-Too-Common News Headline

CORRECTIONS OFFICER CHARGED
ARRESTED BY STATE POLICE YESTERDAY



- Police Found 100 Cell Phones In Officer's Car
- Had Dropped It Off At Prison For Brake Repair
- Arrested Officer Taylor Hardesty For Bribery & Trafficking With Inmate

PHOTO COURTESY INDIANA STATE POLICE

GREENFIELD 10:00AM TEMP: 60° FORECAST: MOSTLY CLOUDY 6:05 55°



CORRECTIONS OFFICER IN JAIL

CORRECTIONS OFFICER ARRESTED FOR OFFERING CONTRABAND
MARTIN COUNTY

WPTV 11:11 66°



STRICT

6:11

FORMER PRISON GUARD PLEADS GUILTY
ADMITS TO SMUGGLING DRUGS INTO HALAWA PRISON

Arrested



Mark Wooten

BREAKING NEWS
CORRECTIONS OFFICER ARRESTED
CHARGED WITH TRYING TO SMUGGLE DRUGS BEHIND BARS

Working You 6

rtv6 abc



DETENTION OFFICER GUILTY PLEA
ANNAPOLIS, ANNE ARUNDEL COUNTY



GRAYLING JACKSON

WBALTV

While many critics and detractors are quick to identify “corruption” among Corrections, Detention, and Law Enforcement staff, not enough emphasis is placed on understanding the systemic dynamics, co-factors, and co-morbidity factors that lead to an increase in risk.

This training focuses on understanding the dynamics of Staff Seduction, as it pertains to Corrections, Detention, and Law Enforcement personnel.

Misconduct versus Mistakes

Staff Seduction Happens One of Three Ways



MISCONDUCT

*E.G. CO Smuggled Drugs Into Jail Unit Housing
Offenders Being Offered Drug Treatment*



DISCUSSION: Possible Back Story?

“MISTAKE”



“The Right Thing to Do?”

DISCUSSION: Possible Back Story?

Examples of Compromised Behavior by Law Enforcement and Corrections Personnel

- Stealing or smuggling in money, drugs, weapons, or other property/contraband while on duty.
- Committing other crimes while on duty (officers have been arrested and convicted for a wide variety of crimes, from sexual assault to drug dealing to murder).
- Engaging in unauthorized, illegal, or unethical behavior with inmates or prisoners.
- Smuggling out messages, notes, letters, et cetera, for inmates or prisoners.
- Extortion or blackmail of prisoners, arrestees, or their family members.
- Doing unauthorized “favors” for inmates or prisoners.
- Expecting other officers to ignore criminal activity.
- Ignoring criminal activity by other officers.
- Committing crimes while off duty (again, officers have been arrested and convicted for a wide variety of crimes committed off duty).
- “Fixing” a traffic citation or tampering with evidence as a personal favor (or for profit).

IMPORTANT!

*While the “System” and “Society” are quick to point toward **CORRUPTION**, oft times we do not adequately address the important issue of HOW Staff are **SEDUCED, MANIPULATED, and COERCED** into engaging in unethically-compromising or corrupt behavior...and the all-important issue of **HOW TO PREVENT** the problem from occurring.*

Danger Signs

Ethical Pitfalls / Danger Signs Indicating Possible Staff Seduction



Danger Signs Indicating Possible Staff Seduction in Progress

- Inmates talking about corrupt behavior; Especially multiple informants.
- Non-verbal and para-linguistic indicators in COs interaction with inmates.
- Increase in staff absences.
- Inmate resentment leading to behavior problems and disruptions.
- Change in CO pattern of behavior / routine.
- CO becoming more secretive.
- CO creating opportunities to be in contact with specific inmates.
- Inmates creating opportunities to be in contact with specific COs.
- Indicators of various types of addiction.

Common Lures and Tactics Used by Seducers / The Seduction Process

FBI Corruption Initiative Identified Three Primary Corruption Methods Utilized by Inmates

(FBI, 2014)

- **Testing:** An offer of simple items, like prison commissary goods, is made to prison officials. If accepted, the inmate confirms the official's administrative misstep, then urges the official to smuggle contraband under threat of reporting the official's misconduct.
- **Active recruiting:** Civilian gang members with no prior criminal history are recruited by incarcerated gang members to apply to become correctional officers, with promises of additional income paid by the inmates' criminal enterprise.
- **Empathy:** Prison inmates study corrections personnel working in the facility and determine whether particular staff members are susceptible to exploitation. This ploy typically results in improper interpersonal relationships and the corrupted official's integrity being compromised to the benefit of the inmate.

Common Track Records

(Salter, 2003)

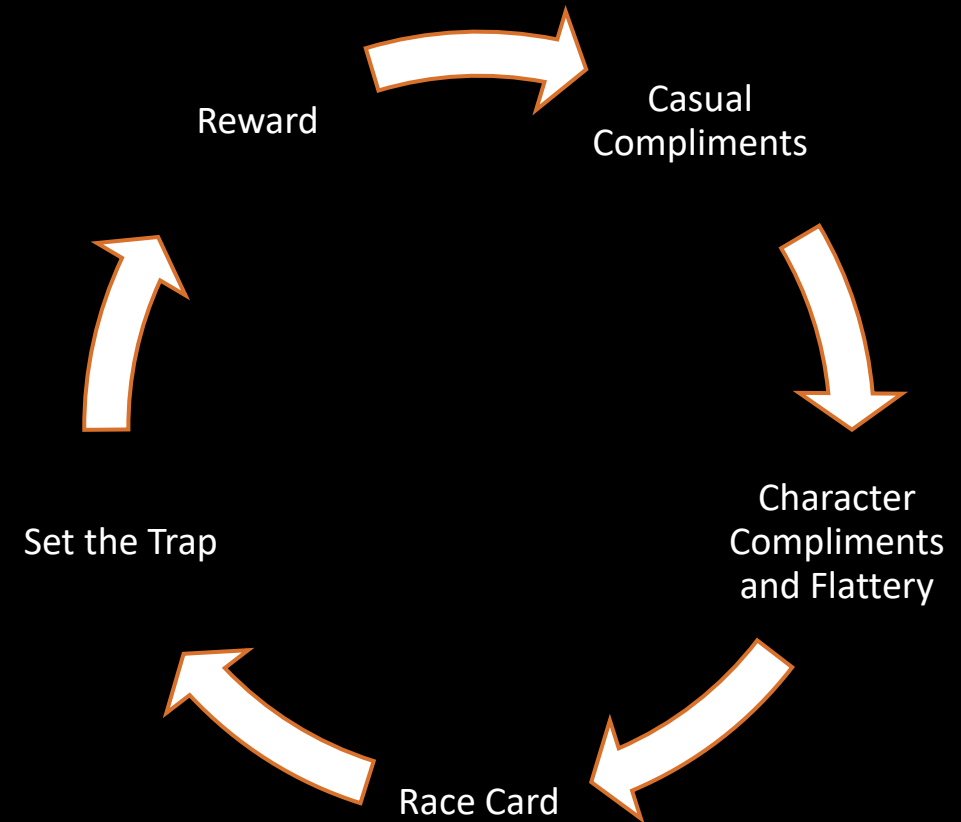
- Long history of using the same types of techniques on the “outside,” to con and swindle family members, friends, acquaintances, and “marks” out of money and support.
- Extremely good at convincing others that they are innocent.
- History of manipulating adults, youth, and children into sexual relationship is common.
- Offenders don’t leave their manipulation weapons behind when they become incarcerated.
- What they do on the outside, they will do on the inside.

“So I wrote her a letter. I told her I liked her a lot, and I thought she looked good. Nothing really sexual. ‘Don’t let these people around you spoil you.’ I tried to make her think all these people were racist. ‘Don’t let them make you into a robot guard.

Don’t let them turn you.”

(Salter, 2003)

- Inmate complimented her, praising the female CO’s appearance without saying anything overtly sexual.
- Flattered her by implying she was different from the others, and was better than the ones who would “spoil” her.
- Finally, he played the race card.
- His approach was a gamble. He could have gotten in trouble.
- If there was no risk, there would have been less fun.

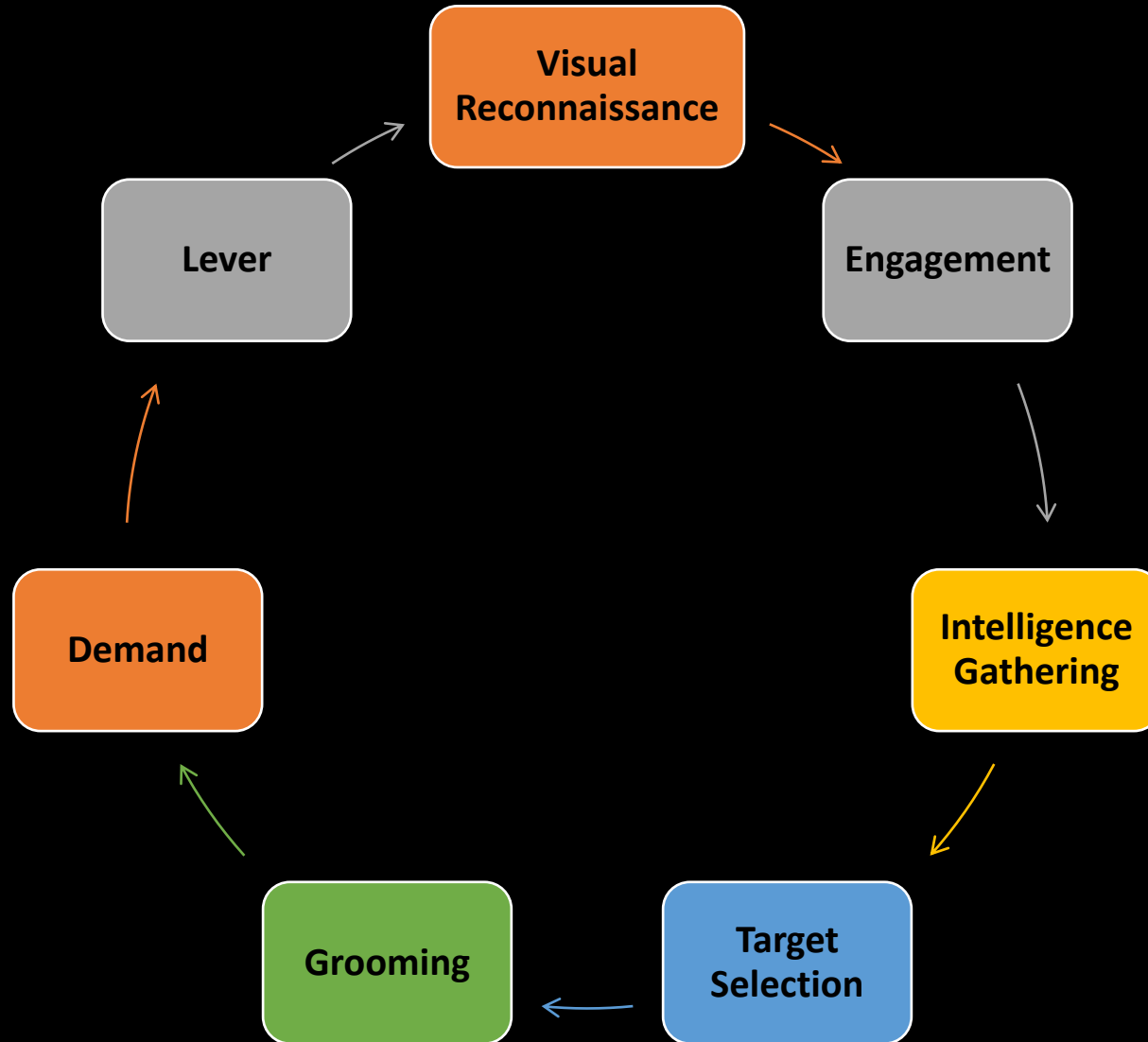


“It usually starts off with pleasantries...casual conversation, like ‘How was your weekend?’ ‘Hey, do you ride a motorcycle? Cool! I had one when I was in the world.’ ‘How’d it go this weekend? Did you have your kids? I sure miss mine’.....anything to get personal information about you. Next thing you know, they’re using that information to bend you over and compromise you...or giving the information to another con who will use it against you.”

Training Officer
Oklahoma Department of Corrections
(Personal Interview, 2017)

Staff Seduction Process

(Salter, 2003)



Staff Seduction Process

(Salter, 2003)

- Obtaining information.
 - Talking with Staff.
 - Ask new staff members what they did prior to coming to work at their current Institution.
 - Will the Staff member get personal?
 - Watching. Look for:
 - Interest.
 - Problems.
 - Vulnerabilities.
 - Hopes.
 - Anything that will provide future information.

Staff Seduction Process (Cont'd)

(Salter, 2003)

- **Obtaining Information (Cont'd).**
 - Overhearing Staff Conversations.
 - File away information for later reference.
 - Utilize confederates to hit up Staff member for corroborating info re: personal issues; link the intelligence.
 - Behavioral Observations.
 - Read para-linguistic and non-verbal indicators.
 - Look for weaknesses, vulnerabilities, interests, et cetera.
- **Selecting a Target.**
 - Based upon:
 - all of the above.
 - availability and accessibility.
 - desired outcome.
- **Begin Grooming / The Roles of Reciprocity.**
- **Go for the Kill / The Demand and The Lever.**

The Role and Power of Reciprocity

(Salter, 2003)

- After information is gathered and the target is selected, the seduction process begins...
- ...Not by asking for something, but by offering or giving something.
- Multiple studies have validated the power of Reciprocity in sales, negotiations, personal relationships, et cetera.
- Predators are keenly aware of, and adept at using, principles of manipulation.
- People are more likely to give if you have given to them. Examples:
 - Religious cults giving flowers, free literature, et cetera.
 - Paying a small amount of money to people completing surveys.
 - Easter Seals giving address labels.
 - Mail solicitors giving a penny, attached to a mailing with gum.
 - Inmates offering information, assistance, et cetera, to new COs.
 - Inmates making presents (Desk ornaments, et cetera) for their “favorite CO.”

The Demand and the Lever

(Salter, 2003)

- Once a “personal relationship” has been built, a debt is created (the CO owing the inmate for something).
- Principle: If you want to make someone cross the line, make sure the line is small...so small that the CO doesn't understand or appreciate the significance of it. Start out by getting a French fry. Then work up to weed.
- *“You told me you get high; let me see what you've got going out there.”*
- Then, less politely: *“Bring me some weed or don't bring your ass back to work.”*
- If the CO balks at the Lever, then the Demand is brought out.
- *“I know _____ and _____; what would happen if the other COs, or your Supervisor found out?”*
- Threats of utilizing confederates on the “outside” are common, especially when it comes to threats of giving incriminating or embarrassing evidence or information to family members of the CO.
- The CO may be fired, and the Inmate just goes on to the next target. Game; Serve.

Seducers' Most Common M.O.

*Hey, Fred! Remember what the Boss
always says:
"Behold, I stand at the door and pick
the lock!"*



Victimology

Common Targets

- **Corrections Officers.**
- Therapists and Counselors.
- **Social Workers.**
- Support Staff (Head Librarians, Food Service Supervisors, et cetera).
- **Visiting “12-Steppers.”**
- Prison Spiritual Staff and Volunteers (Chaplains, Visiting Clergy and Church Volunteers, et cetera).
- **Vocational Instructors.**
- Friendly Staff.
- **Talkative Staff.**
- Virtually Anyone Who Has Repeated Contact with Inmates is Worth a Try.

Why Not? It's Worth a Try!

*Let's See
What
Sticks!*



Why Religious Targets?

- Perceived as more trusting, gullible, and easily-manipulated.
- Sometimes they are.
- Religious volunteers may be vulnerable.
- Perceived as being more sensitive to self-guilt vulnerability.
- Their motivation for wanting to volunteer?
- Accessibility to outside resources.
- Easy to mimic religious rhetoric.
- Inmates seek forgiveness and redemption; may be conflicted.
- Latent or direct animosity toward religious people due to past experiences (abusive?)

Vulnerabilities:

Traits and Tendencies that Predators Look For

- Willingness to share personal information.
- Needy.
- Unattractive.
- Attractive.
- Positive response to compliments.
- Lonely.
- Problems with outside relationships.
- Lack of attention from objects of their sexual preference.
- Willing to enter into seemingly-innocent secrecy pacts / confusing secrecy with confidentiality.
- Inappropriate conduct with other inmates.
- Stuck in “routine” of unsatisfying personal relationships.
- Need to be perceived as a “Good Guy.”
- Positive response to being deemed “Favorite” and “Different from other staff.”
- Suggestive, flirtatious, or provocative gestures or overtures.
- Comments re: personal financial need.
- Expressions re: resentment toward employer, supervisors, or the “system.”
- Willingness to break or bend the rules, and make unwarranted exceptions.
- Inconsistency.
- Willingness to keep secrets from other staff members.
- Prior track record of compromise.
- Signs of codependency.
- Problems at home.
- Problems on the job.
- Not appreciated by peers and supervisors.

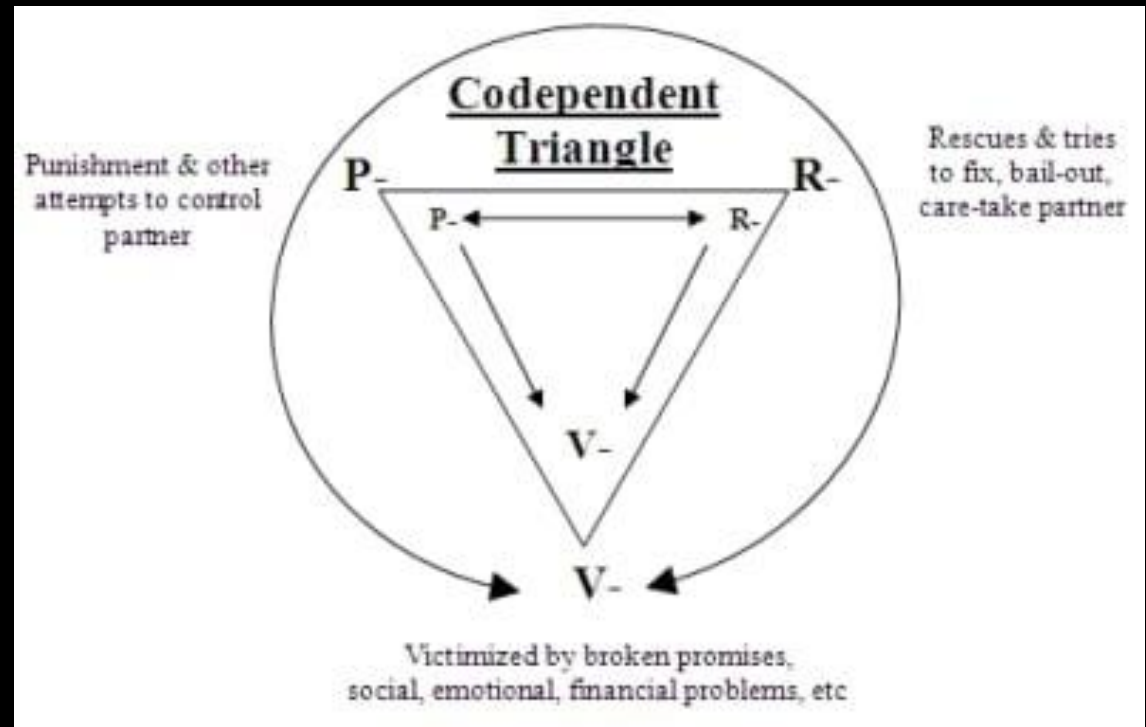
“Doing a good job around here is like peeing in your pants with a dark suit on. You get a nice, warm feeling, but nobody else notices.”



Codependency Signs, Symptoms, and Patterns

(Lancer, 2016)

- Low self-esteem.
- People-pleasing.
- Poor boundaries.
- Reactivity.
- Caretaking.
- Control.
- Dysfunctional communication.
- Obsessions.
- Dependency.
- Denial.
- Problems with intimacy.
- Painful emotions.



www.SerenityCreationsOnline.com

Contrast in Staff versus Seductive Inmate Viewpoint

(Salter, 2004)

EXCERPT

In going through the records, it was striking how different these cases look from the offender's point of view as opposed to the staff member's. Take, for example, the young correctional officer who was caught having sex with an imprisoned gang member. She was fired and prosecuted but is still in love with the inmate, and she still writes him. He tells me the story from his point of view:

“As soon as she came, I know I had her. I was working out in the gym, and I winked at her. She smiled, and I thought, ‘I’ve got her.’ “

Of course, the young officer did not know anything had begun, but the inmate knew what he was talking about. He played out his hand, flirting with her slowly and carefully, taking progressively more liberties. Finally one day he told her he wanted to write her a letter. She said, *“I’ll get in trouble for it.”* Wrong answer.

This scenario might have turned out much better for the female officer if her response had been *“You’ll get in trouble for it,”* rather than *“I’ll get in trouble for it.”* *
(Salter, 2004)

Even if she didn’t write back to the inmate, all she had to do to be compromised was to not turn the letter in. When she took the letter, she became a co-conspirator.

(The only thing you can successfully sell to a sociopath is “what’s in it for him.”)*

Inmate's response when asked,
"What would you have done if she had refused?"
(Salter, 2004)

"When she took the note, I had her. It's over. Really, she's in my control. I can basically do whatever I want. There's nothing you can do....I would have said, 'Don't start anything with me you can't finish. You're in a position to lose your livelihood, and I'm not. You've crossed the line. You're going to lose your livelihood.'

Seducer's Motivational Intent

Why Do Seducers Target Staff?

- Personal gain: extra freedom, items, contraband, escape.
- Sport.
- “Yard cred.”
- Business.
- Part of a bigger-picture plot.
- Compromise and sabotage.
- Expression of covert, passive-aggressive hostility.
- Revenge.
- To hone con/manipulation, people-reading, and seduction skills.
- To prove they’re right about the world (especially BPD sufferers).
- Projection of hostility toward prior abusers (parents, authority figures, law enforcement, et cetera).
- It’s their nature.
- Nothing to lose.
- A sense of purpose.
- It’s fun.
- Combination of any or all of the above.
- There’s nothing good on television.

“Staff seduction is a game. There is more joy in the winning than in the sex. Getting a staff member to bring in drugs is a better high than the drugs themselves. In any case, they justify it by telling me the staff bring it on themselves.”

(Salter, 2004)

Johnson's Predator Axiology

*For purposes of this training, we are focusing on
the highlighted **12** of the following
35 Predatory Axioms*

Johnson's Predator Axiology

(Johnson, 2014, 2014a, 2014b)

- Predators, like so many of their victims, are in denial.
- Predators, like other sexual offenders, commonly engage in “victim-stancing,” perceiving themselves as victims.
- *Predators commonly lack empathy; do not care how their behavior hurts their victims.*
- *Predators' victims' vulnerability is stimulating, sometimes even sexually arousing.*
- Predators are inherently “treatment resistant.” Few, if any, “get better” in therapy without strong legal strongholds/sanctions against them. In fact, if predators “get better,” it's usually “better” at offending skills. Talk-based therapies may even be counter-therapeutic.

Johnson's Predator Axiology (cont'd)

(Johnson, 2014, 2014a, 2014b)

- Insight-based therapies arm predators with more knowledge/skills in offending. While insight may increase, recidivism is most-likely outcome.
- *Secrecy and deception are lifeblood-elements in the organized predator's psyche. So is passive-aggressiveness, which is in and of itself, a covert form of expressing hostility.*
- *NOTE: Covert and overt emotional discharge gestures are particularly common among predators who suffer from a pervasive personality disorder. In the interrogation room, watch for covert emotional discharge gestures when the suspect appears amiable and friendly (e.g. "flipping off" the interrogator with one hand folded underneath the other, or under the table).*
- *Not all narcissists are predators, but most organized predators are narcissists.*
- Not all narcissists are sociopaths, but all sociopaths are narcissists.
- *Not all offenders are predators, but virtually all predators are offenders.*

Johnson's Predator Axiology (cont'd)

(Johnson, 2014, 2014a, 2014b)

- *Narcissism is a predator's "Achilles heel" especially in the interrogation room.*
- **Perceiving themselves as being smarter than "mere mortals," many organized predators thrive on instructing, "enlightening others" regarding their warped world view and view of victims and others.**
- "Predators in training" have perhaps not yet offended, or, most likely, their offenses have not yet been detected.
- **Degrees in invasiveness and pervasiveness distinguish "offenders" from "predators."**
- Predator / victim (captor/captive) relationships are often mutually-magnetic (See section on Sexual Stockholm Syndrome).
- ***The most monstrous among predators are often the most "attractive" among us.***
- ***Predators capitalize on naivete of society, in general, and professional interventionists or interdictionists specifically (clinicians, helping professionals, and law enforcement).***

Johnson's Predator Axiology (cont'd)

(Johnson, 2014, 2014a, 2014b)

- Psychopathic and sociopathic predators do not respond to “emotional words” as adeptly as other people do. They may mimic empathetic or sympathetic reaction, but are primarily refractory to genuine empathy or sympathy.
- ***Organized sexual predators are masters at establishing close bonds with their victims.***
- Therefore, many “relationship assessment” strategies render false-negative results.
- ***Victims often are closely bonded to their abusers (e.g. Sexual Stockholm Syndrome).***
- *Predators are often adept at using religion to identify, target, exploit, deceive, control victims, and self-protect.*
- **Predators, either subliminally or overtly, live double lives.**

Predators Are Often

(Johnson, 2014, 2014a, 2014b)

- Attracted to hero-professional” roles, such as law enforcement, corrections, first responders, business leaders, religious leaders, correctional officers.
- **Also attracted to overtly-exploitive professions, such as pimp, “gentlemen’s club” managers, et cetera.**
- Sometimes engaged in “cover lives” (This may be due to compartmentalization of deviant behavior).
- ***Opportunistic.***
- Motivated by mitigation of guilty feelings and wanting to feel better/be accepted, et cetera (non-psychopathic or sociopathic).
- **Engaged in behavioral patterns, based upon leadership and personality styles (e.g. towers).**
- This characteristic is common to all types of sexual offenders, not just predators.
- ***Common in religious cover lives.***
- ***Likely to engage in false repentance (Especially in prison).***
- **Often, predators’ behaviors are dissonant.**
- Religious sexual predators may either be Infiltrators or Conflicted Religious Sexual Predators., Conflicted Religious Sexual Predators often substitute genuine repentance with religious ritual.

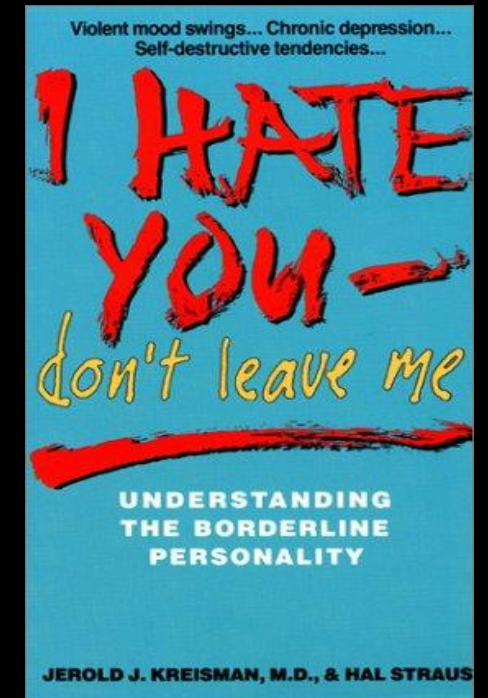
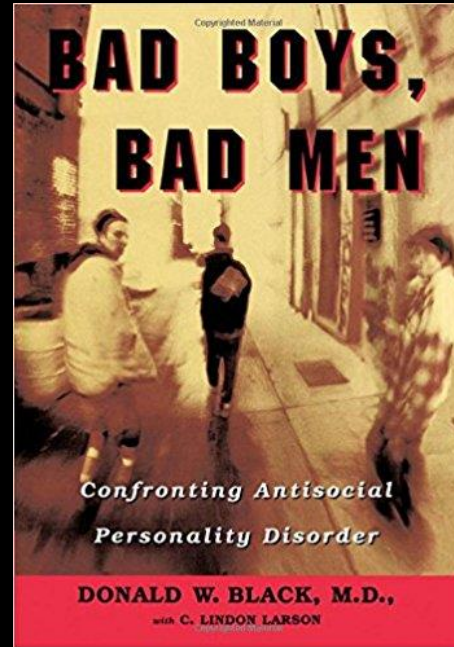
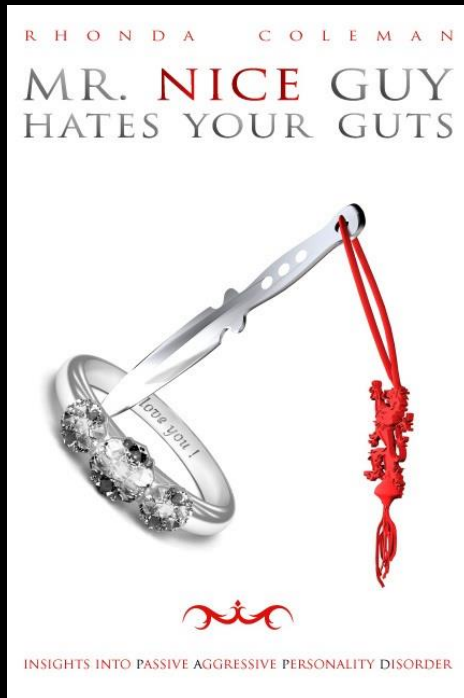
Seductive Disorders: Sociopathy,
Narcissism, and Borderline
Personality Disorder

“Personality Disorder”

(Evans & Sullivan, 1990; Johnson & Bogan, 1986)

A chronic, pervasive psychological and emotional state in which a person sees, relates to, and thinks about self, others, and the world around them in an inflexible, maladaptive, engrained way; resulting in substantial subjective distress and/or functional impairment, with pervasive patterns of problematic behavior.

“Acting Out” Personality Disorders



Today We Will Focus on Two of the Four Pervasive “Acting Out Personality Disorders”

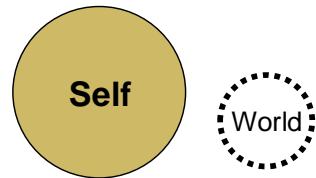
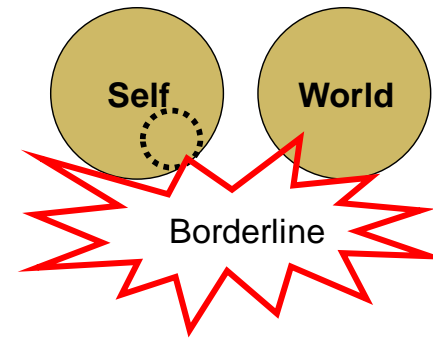
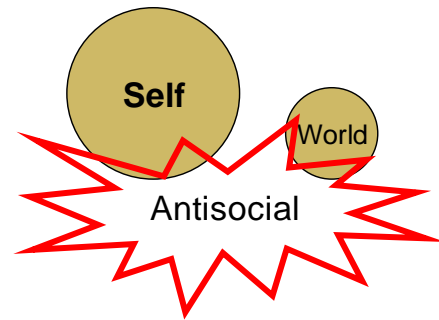
- **Antisocial Personality Disorder.** ←
- **Borderline Personality Disorder.** ←
- **Narcissistic Personality Disorder.**
- **Passive-Aggressive Personality Disorder.**

Predator World View

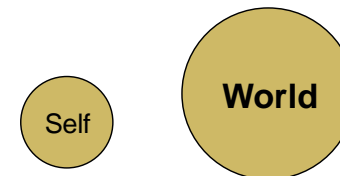
(Antisocial and Borderline Personality Disorders)

(Evans & Sullivan, 1990)

How the various “acting out”
personality disorder sufferers see
themselves and the world.



Narcissistic



Passive-aggressive

First and Foremost, Seducers are Predators

(Johnson, 1984, 2010, 2014)

- They have a “keen sense of smell,” which they find arousing. They can smell “fresh meat,” fear, weakness, vulnerability, and opportunity.
- They are extremely narcissistic. Not all narcissists are sociopaths; but all sociopaths are narcissistic.
- They are aroused and attracted to the vulnerability of their prey.
- They lack empathy.
- They seek to manipulate, control, devour, and consume their prey.“
- Their narcissism is their “Achilles Heel,” especially in the interrogation room.
- They tend to project their world view onto others, assuming the worst in everyone.
- They perceive goodness as a chump’s weakness.

Many Seducers are “Psychopaths” or “Sociopaths”

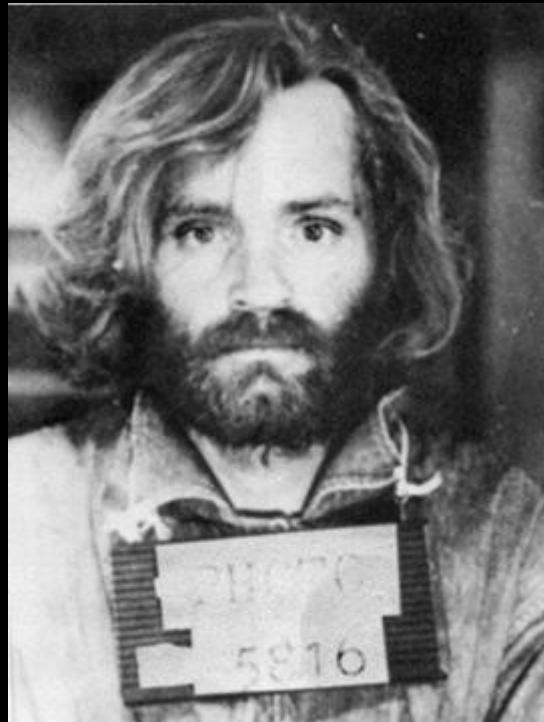
- Both are subtypes of anti-social personality disorders.
- Resulting from interaction between genetic predisposition and environmental factors.
- Psychopathy leans toward heredity.
- Sociopathy leans toward environmental.
- Definition and identification sometimes varies per professional discipline of the evaluators.
- Extremely violent acts are common.
- Clinically treated the same; criminally treated differently, due to commonly-distinctive severity of offenses.

“Psychopaths”

(Hazelwood, 2001; Kernberg, 1984)

- Born with temperamental differences (e.g. impulsivity, cortical under-arousal, and fearlessness).
- Risk-seeking behavior is common.
- Inability to internalize social norms.
- Know right from wrong; just don't behave like they do.

Antisocial Personality Disorder Is Often Associated with Sociopathy

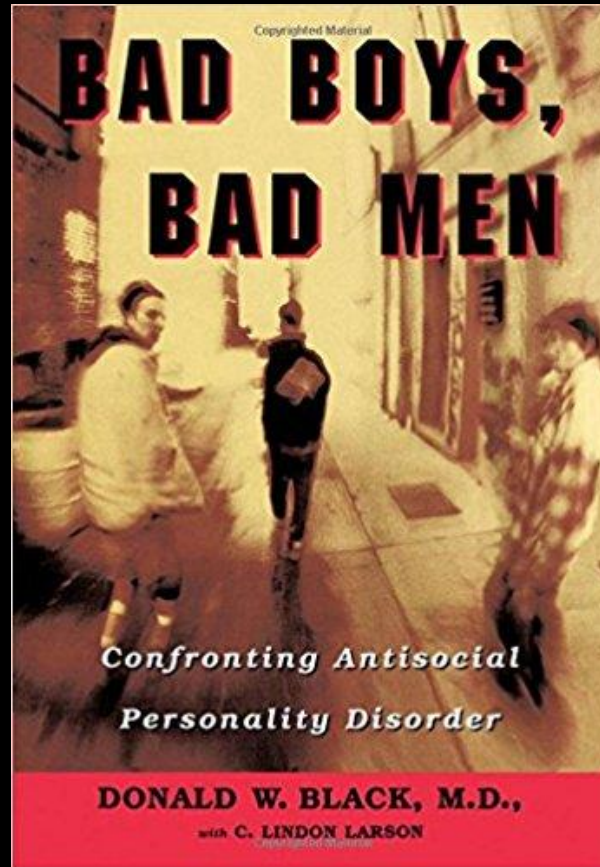


“Sociopaths”

(Hazelwood, 2001; Kernberg, 1984)

- **Relatively normal temperaments.**
- Personality disorder is an effect of negative sociological factors, such as parental neglect, delinquent peers, poverty, extremely low or extremely high intelligence.
- **Often willing to offer “insight” into the crime, as a “consultant,” fancying themselves as toying with, and being smarter than, the police.**
- Often narcissistic and megalomaniacal, but will sometimes attempt to appear sincere; often self-deprecating, to disarm.

Anti-Social Personality Disorder

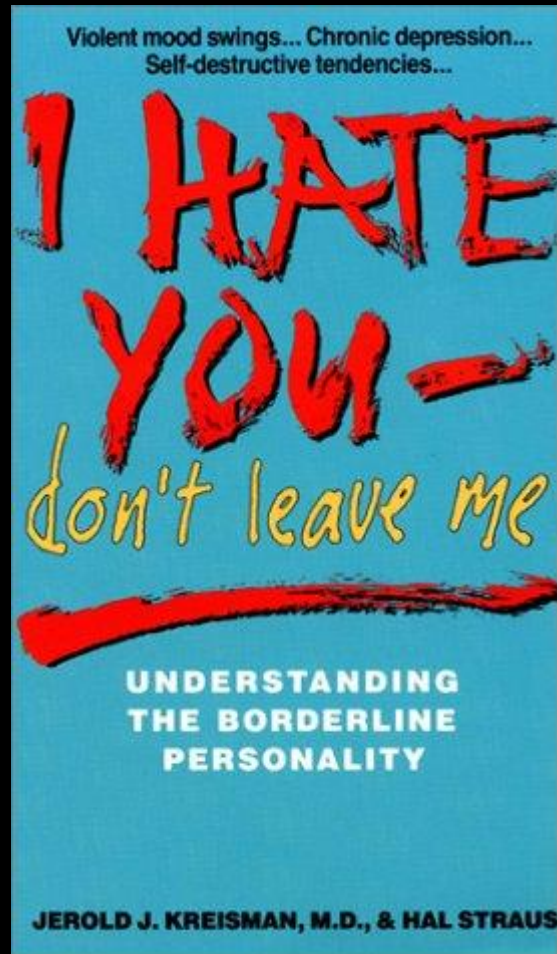


Common Anti-Social Personality Disorder Traits

(Kernberg, 1984; Mayo Clinic, 2017)

- A.k.a. “Sociopathy.” Subject has not regard for right and wrong, nor for the feelings or rights of others. No sense of guilt or remorse.
- Tend to treat others harshly, or with charming, exploitative, manipulative stealth.
- Persistent dishonesty.
- Persistent lying or deceit to exploit others.
- Arrogance, a sense of superiority and being extremely opinionated.
- Recurring problems with the law, including criminal behavior.
- Repeatedly violating the rights of others through intimidation and dishonesty.
- Impulsiveness or failure to plan ahead.
- Hostility, significant irritability, agitation, aggression or violence.
- Unnecessary risk-taking or dangerous behavior with no regard for the safety of self or others.
- Poor or abusive relationships.
- Failure to consider the negative consequences of behavior or learn from them.
- Being consistently irresponsible and repeatedly failing to fulfill work or financial obligations.

Borderline Personality Disorder



Common Borderline Personality Disorder Traits

(Docherty, 1992; Friedel, 2008; Jonas & Pope, 1992; Kernberg, 1984; Links, 1992; Marziali, 1992)

- A long-term, pervasive pattern of feelings and behaviors that seem appropriate and justified to the person experiencing them, but which create many life-interrupting problems. They are prone to inappropriate or extreme emotional reactions, highly-impulsive behaviors, and unstable relationships.
- Signs and symptoms include: intense mood swings; impulsive behaviors; self-destructive and self-endangering behaviors; pattern of unstable or dysfunctional relationships, self-image, and distorted sense of self; feelings of isolation, boredom, and emptiness; lack of empathy; sexually-reckless and promiscuous behavior; history of unstable, damaging relationships that can change drastically and suddenly from intense love and idealization to intense hatred; persistent sense and fear of abandonment and rejection; depression; instability in career plans, goals and aspirations;
- Often associated with history of sexual abuse, particularly by a trusted loved one, or another trusted person.
- BPD sufferers often attempt to “seduce” people in positions of trust and authority, initially developing intense attachments to them, and manipulating the person into compromising their beliefs and principles. BPD sufferers are also likely targets for predators.
- BPD is a diagnosis more common to female victims, whereas Anti-social Personality Disorder is often associated with males.
- PBD sufferers often engage in repetitive patterns of reenactment of prior trauma.
- BPD sufferers often mimic other types of disorders, such as Dissociative Identity Disorders, because of the seductive nature of the disorder.

Trauma-Inflicted Reenactments

- Reenactments occur when the sufferer re-creates, or gravitates toward, environments and relationships where interpersonal relationships are similar or identical to, the relationships they had with their abusers.
- Often, the goal is to attain a semblance of control that was lacking in the original victimization, in order to feel power, control, and safety.
- BPD sufferers are particularly prone to creating trauma-inflicted reenactments, and to entice others as participants in those reenactments.
- This feeds into the BPD sufferer's world view that no one can or should be trusted. The reenactment confirms that world view.
- If they become sexually or romantically involved with COs or other persons in positions of authority, those relationships are likely to form quickly, change suddenly and drastically, and result in intense attachment replaced by overt hostility.

Case Study:
Clinton Correctional Facility

Richard Matt and David Sweat

Escaped Clinton Correctional Facility June 6, 2015
Village of Dannemora, New York



RICHARD MATT

- Serving 25 yrs. To life for killing and dismembering a former boss.
- Also became sexually involved with Joyce Mitchell, and befriended Eugene Palmer.
- According to Sweat, Matt was planning on taking hostages; and that he talked him out of it.
- Killed several days before Sweat was apprehended.

DAVID SWEAT

- Incarcerated for killing a sheriff's deputy.
- Serving Life with no parole, plus 3 ½ - 7yrs. For escape.
- Allegedly Mastermind and Primary Seducer; allegedly sexually involved with Joyce Mitchell.
- Apprehended.
- Now incarcerated in Five Points Correctional Facility, Romulus, NY.

Joyce “Tillie” Mitchell



- Prison worker in prison sewing shop.
- Sex approx. 100 times in storage closet of sewing shop.
- Aided and abetted escape of two inmates.
- Allegedly conspired (then backed out) of having
- inmates kill her husband, who also worked at the prison.
- Sentenced to 2 ½ to 7 years, plus \$120,000 restitution.

Joyce Mitchell Provided

The primary relationship first developed between Joyce Mitchell and Inmate Sweat. She first became infatuated with him, then also became friendly with Matt. The inmates provided positive attention, flattery, et cetera. Mitchell, a married civilian worker/teacher in the prison tailor shop, allegedly entered into a sexual relationship with Sweat, as well as Matt. Mitchell denied sexual involvement with Sweat, and alleged that Matt forced her into performing fellatio, but not sex. Mitchell provided:

- Extra privileges, brought-in meals, et cetera, in the tailor shop.
- Promoted Sweat to head tailor in shop, giving him a desk job, near her.
- Sex in sweatshop closet – allegedly circa 100 times.
- Food and spices for cooking.
- Lighted reading glasses (for “painting;” later used for escape).
- Small tools to remove locks.
- Hacksaw blades and drill bits (in frozen hamburger brought in by Eugene Palmer).
- Vehicle for escape.
- Clothing / maps / equipment needed on outside.
- Weapons and ammunition.

The Plot Thickens: Introducing Former Corrections Officer Eugene Palmer



Say...What??!!

Eugene Palmer Provided

“Friendship” developed among CO Eugene Palmer and Inmates Matt and Sweat, who promised to kill any inmate who attacked Eugene Palmer. No specific solicitation of murder was ever documented. Palmer later claimed that he established his relationship with Sweat and Matt in order to get information on illegal activities of other inmates. Palmer never documented Matt or Sweat as Confidential Informants. Matt also gave Gene Palmer “elaborate artwork.” In return, Palmer gave Matt and/or Sweat:

- Art supplies.
- Favors.
- Circumventing metal detector when escorting back to cell.
- Screwdriver and pliers, stating he believed they were to “*jury rig the electrical system behind their cells so they could wire their cells to use hot plates.*”
- “Go-between” for Joyce Mitchell and inmates, passing on contraband.
- E.g. Handed off frozen hamburger given by Mitchell; concerned about what might be inside it, but passed it on anyway.
- Palmer passed polygraph re: knowingly providing escape tools, but admitted to violating the rules, as well as other allegations.



Joyce Mitchell's story was recently portrayed in the made-for-television movie, *"New York Prison Break: The Seduction of Joyce Mitchell."*

In February, 2017, she was denied parole. In her parole hearing, she portrayed herself as a duped victim, denied personal responsibility for her actions, and inexplicably stated that her tentative plans, upon being released, include a possible career in criminal justice. She is currently incarcerated at the **Bedford Hills Correctional Facility for Women, in Town of Bedford, New York.**



Gene Palmer accepted a plea agreement, and was sentenced to 6 months in jail and a \$5000 fine, for one count of promoting prison contraband in the second degree, a misdemeanor, one count of promoting prison contraband in the first degree, a felony, and a felony count of official misconduct.

He was released from Clinton County Jail after serving four months of his six month sentence.

Prevention of Staff Seduction

First and Foremost
This is a Bad Idea



Keys to Staying Safe and Uncompromised

- **Personal wellness.**
- Immediately report ANY attempted manipulative behavior to staff supervisors.
- **If ignored, keep reporting until someone listens and takes it seriously.**
- Consistency and adherence to rules and regulations.
- **Do not enter into ANY compromising behavior or relationships.**
- Confront the manipulative behavior, when appropriate.
- **Understand the manipulative behavior, and its motivation.**
- Open/honest communication among staff.
- **Do not keep secrets from co-workers.***
- Avoid triangulation and unhealthy alliances.
- **Look for danger signs of endemic corruption.**
- If you've made a mistake, immediately report it. Remember: Avoid allowing mistakes to develop into misconduct, and patterns of misconduct.
- **If you've made a mistake with an inmate, avoid further contact, if possible.**
- Remember, it's not usually the mistake that gets you in trouble, it's the cover-up.

* Unless they are suspected of being corrupt.

“Don’t Get Your Honey Where You Get Your Money”

- Predators watch for vulnerable individuals who are looking to get their social and emotional needs met through their job.
- This is particularly dangerous for COs, when the majority of their on-the-job socialization involves interaction with inmates.
- Even in what seems to be the most benevolent of circumstances, inmates are people, too. Many of them are often looking to be accepted and respected. This is extremely dangerous territory for the CO.
- Boundaries MUST be strictly adhered to.
- *“If you weren’t in here,” “If we’d met under different circumstances,” et cetera, is dangerous rhetoric...and MUST be avoided.*
- If attraction is brewing, ask for change of assignment, if possible, or avoid ANY 1:1 contact with the inmate.
- **ALWAYS document and report any overtures by inmates to your supervisor.**
- REMEMBER: Predators will target your ego.

Read the Non-Verbal Behavior in this
Seduction Scene

The Blue Wall

Combatting “No-Snitch” Mentality



Considerations When Deciding to Report or Confront

- If you see a co-worker walking on dangerous ground, saying something could save his/her career.
- The Staff member in jeopardy may not be aware of the traps that are being set by the Seducer.
- Non-punitive options such as reassignment may solve the problem, but then again, maybe not (if the co-worker is engaging in an established pattern of unethical or illegal behavior).
- Going to the compromised co-worker first may allow him to secrete evidence, and otherwise cover his/her tracks.
- Compromise of co-workers can bring physical and professional risk to everyone involved, as well as to other non-involved parties.
- Trust and Cohesion are vital elements of successful and safe operations.
- If you're not a part of the solution, and you are aware that the problem exists, you are a part of the problem.

Unfortunately, It's Not Always An Isolated Case



Conclusion

Remember: Seducers Are Masters
of the “Kansas City Shuffle.”

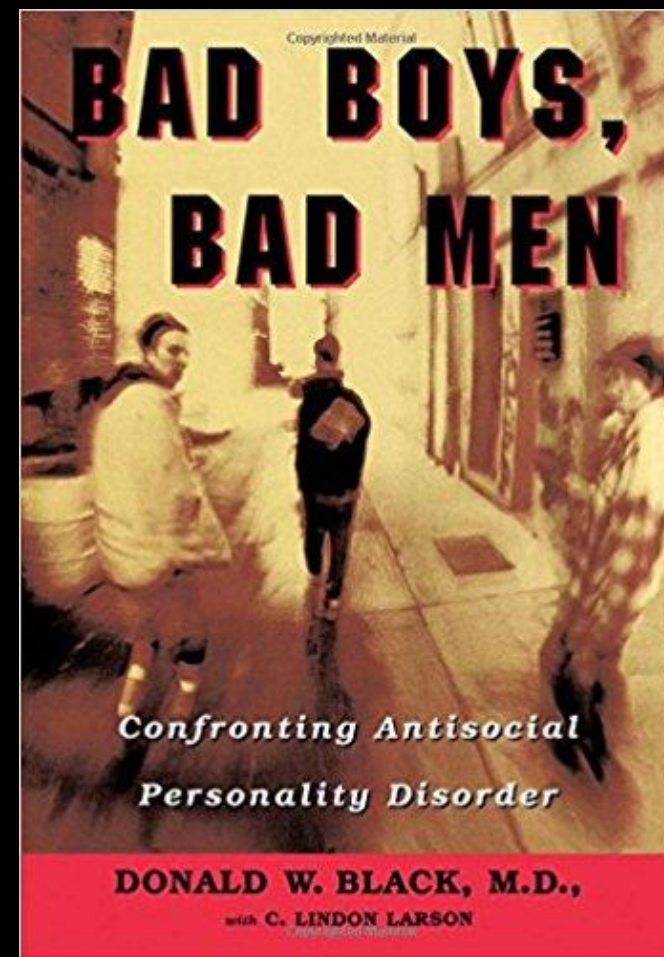
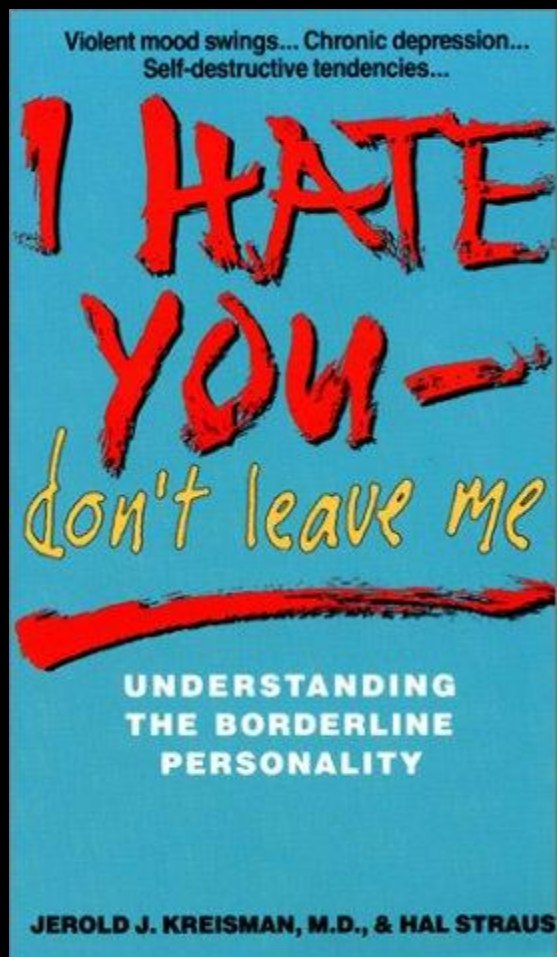
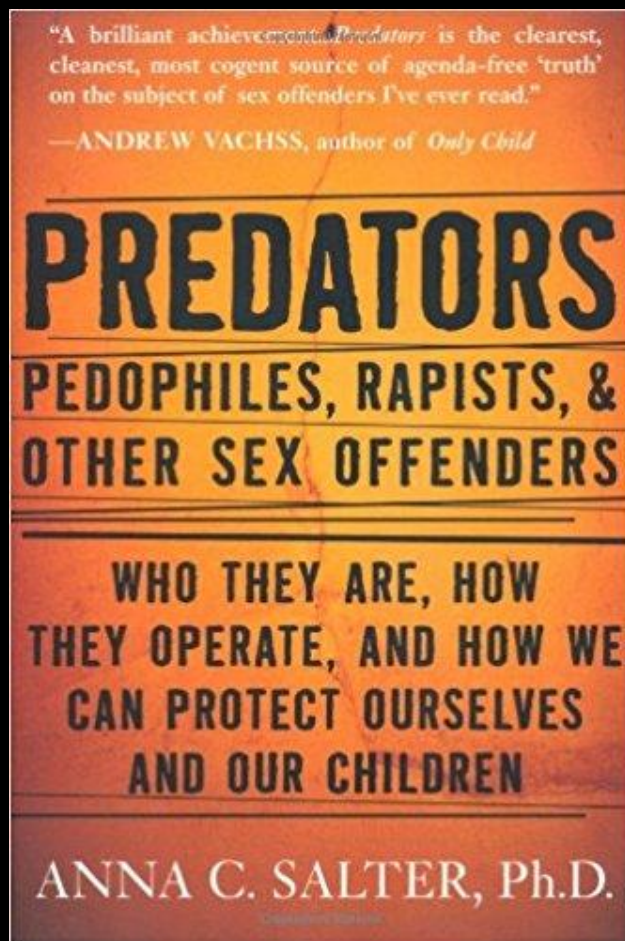


Questions?

Written Final Exam

References and Recommended Reading

Recommended Reading



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