NORMAN D. BATES, ESQ.
131 Coolidge Street, Suite 202
Hudson, MA 01749
(978) 310-7403
nbates@liabilityconsultants.com

Liability Consultants, Inc., Hudson, Massachusetts -1986 to the present
President and Founder

For 40 years, security management and liability consulting services have been provided on a wide range of security and crime-related issues for apartment communities, colleges, hospitals, hotels, restaurants/bars, law firms, manufacturing companies, nightclubs, office buildings, parking facilities, shopping centers. The following services are offered:

Consulting
Retained to evaluate security programs, risks of workplace violence, crime and risk analysis, liability prevention measures, development of company policies, and response to crisis situations.

Seminars
Provided to continuing legal education programs at state and national levels, individual businesses, security industry associations, and other trade associations on a number of crime-related liability problems, including: negligent hiring, response to criminal incidents, victim behavior, and workplace violence.

Expert Witness Services
Retained in over 40 states for more than thirty-five years for consultation and expert testimony claims of inadequate security, mass shootings, human sex trafficking, negligent hiring, workplace violence, and intentional torts for both plaintiff and defense firms.

Research
Conduct research and analysis in premises security liability problems, crime trends, and security practices in a wide range of private sector organizations.

Professional Awards
"*Meritorious Life Membership*" - International Association for Professional Security Consultants for professional contributions to the Association over a twenty year period - May 2019
"*Security's Top 25 Most Influential*"- Security Magazine - December 2008
"*Professor of the Year*" - College of Criminal Justice, Northeastern University - June 1989

Suffolk University Law School, Boston, Massachusetts - December 2021 to present
Dean's Cabinet Member - Appointed to an advisory role to the Dean of Suffolk Law School

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STANDARDS DEVELOPMENT

ASIS International - Commission on Guidelines
Commission Member - 2001 to 2004
Development of national guidelines for security in the private sector

American Society for Testing and Materials, Philadelphia, Pennsylvania
Chairman - F12.20 Subcommittee on Premises Security Liability - 1992 to 1995

International Association of Professional Security Consultants
Forensic Security Committee
Member – 2003 - 2024
Chairman - 2003 to 2023
Oversee revisions and updates to Forensic Methodology for Security Experts and the development of new best practices for the security industry including use of force by security personnel and the handling of shoplifting incidents.

Best Practices Committee
Chairman – 2003 to Present
Oversee the development of new best practices for the security industry including: Use of Force by Security Personnel and the handling of Shoplifting Incidents.

LEGISLATION

Victims' Rights - Crime of Criminal Harassment. Drafted legislation in Massachusetts, relative to the Crime of Stalking. Signed into law August 2000 and found at MGL Chapter 265, Section 43(A).

Shopping Center Security - At the request of a Massachusetts State senator, drafted and testified on behalf of this legislation that was designed to require shopping centers to develop written security plans - 1990.

Private Security Licensing and Regulation - At the direction of Massachusetts Governor Dukakis' General Counsel, prepared legislation that would have established standards and state regulation for the licensing and training of private security personnel - 1986.

Innkeepers' Rights - Drafted legislation which enhanced the rights of innkeepers, signed into law in September 1985 and found at MGL Chapter 140, section 12 & MGL Chapter 231, Section 94b.

PRIOR EMPLOYMENT

Northeastern University, College of Criminal Justice, Boston, Massachusetts
Assistant Professor of Criminal Justice - 1985 to 1990
Adjunct Faculty - 1990 to 1995
Taught the following graduate and undergraduate courses:

- Introduction to Law & The Legal Process
- Civil Liability & Policy Development
- Civil Liability in Criminal Justice
- Law & Security
- Criminal Law & Procedure
- Legal Aspects of Security Operations

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- Security Administration
- Security Management & Supervision
- Introduction to Security
- Criminal Procedure/Due Process

Saunders Hotels Corporation, Inc., Boston, Massachusetts
Director of Security and Legal Counsel - 1985
Director of Security -1979 to 1984
Responsible for handling loss prevention concerns and legal problems as well as the management of security for the Boston Park Plaza Hotel, the Lenox Hotel, the Copley Square Hotel, and the Plaza Castle Conference Center. Active involvement in all phases of the business in both a legal role as in-house counsel and in security operations as the Director of Security.

Boston Park Plaza Hotel, Boston, Massachusetts
Saunders Hotels Corporation, Inc.
Director of Security - 1978 to 1979
Developed and implemented an in-house security department of twenty-five employees, established recruiting and in-service training programs for security personnel, and created a comprehensive policy/procedure security manual and responsible for all other aspects of the company's loss prevention program. Promoted to Corporate Director in 1979.

Amtrak Railroad Police, Boston, Massachusetts
Police Officer - 1977
Regular police patrol duties in the metropolitan Boston area with statewide police authority in Massachusetts and Rhode Island.

Massachusetts Criminal Justice Training Counsel, Boston, Massachusetts
Staff Assistant - 1976 to 1977
Assisted in the development and implementation of police training programs and performed a feasibility study of statewide computer applications in training.

Harvard University Police, Cambridge, Massachusetts
Crime Analyst - 1975 to 1977
Performed statistical crime analysis and incident tracking for specialized police task force to identify crime trends and hot spots in the Cambridge and Boston campuses.

PUBLICATIONS

Books

Preventing Child Sexual Abuse in Youth-Serving Organizations, Norman D. Bates, Esq. and Christine Army, MA. Published by the National Center for Victims of Crime, National Crime Prevention Council, & Liability Consultants, Inc., 2014;
2nd Edition, 2019

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Innkeepers' Laws of Massachusetts, Norman D. Bates, Esq., and Jon D. Groussman, J.D., 1995. A guide for the Massachusetts innkeeper to the relevant statutes applicable to the industry. 2nd edition, revised, including restaurants' laws, 1999

Employee Background Investigations: A Guide for Employers, Norman D. Bates, Esq., Jon D. Groussman, J.D., and Michelle A. Lucini, 1994. Developed to assist employers in conducting background investigations. Federal and State laws and sample practices and techniques for performing background investigations included.

Book Chapters

"Forensic Security Consultants and Security Liability", Norman D. Bates, Esq., Strategic Security Management, 2nd Edition, Karim H. Vellani, Butterworth-Heinemann/Elsevier Publications, Burlington, MA, 2019

"Foreseeability of Crime and Adequacy of Security", Norman D. Bates, Esq., Accident Prevention Manual for Business & Industry, Security Management 2nd Edition, National Safety Council, 2010

"Premises Security Liability", Norman D. Bates, Esq., Strategic Security Management, Karim H. Vellani, Butterworth-Heinemann Publishers, Burlington, MA, 2007

"Insurance and Liability Issues", Norman D. Bates, Esq., Security Consulting, 3rd Edition, Charles A. Sennewald, Butterworth Heinemann/Elsevier Publications, Burlington, MA, 2004

"Contemporary Issues in Healthcare Security", Norman D. Bates, Esq., and Bonnie S. Michelman, CPP, Security Supervisor's Training Manual, International Association for Hospital Security, 1988

"*Hotel Security*", Norman D. Bates, Esq., Handbook on Crime Prevention, 2nd Edition, Lawrence J. Fennelly, Butterworth Publishers, Stoneham, MA, 1988

Research Studies

Major Developments in Premises Security Liability III - 2004, Norman D. Bates, Esq., An in depth evaluation of security related cases reported from 1992 to 2001

Major Developments in Premises Security Liability II - 1999, Norman D. Bates, Esq., and Jon D. Groussman, J.D. An interim study of cases from 1993-1997, updating of the original study published 1992

Major Developments in Premises Security Liability - 1983 to 1993, Norman D. Bates, Esq., and Susan J. Dunnell, Research on the legal development of premises liability for the criminal conduct of third parties and its effect on private industry. Cited by Supreme Court of New Jersey in Clohesy v Ford Circus Supermarket (1997)

Expert Not Retained

Law Review Articles

"Premises Security Experts and Admissibility Considerations Under Daubert and Kumho: A Revised Standard", Norman D. Bates and Danielle A. Frank, Suffolk Journal of Trial and Appellate Advocacy, June 2010

Articles

"Preventing Child Sexual Abuse in Youth-Serving Organizations", Norman D. Bates, Esq., Christine Army, MA, Journal of Healthcare Protection Management, Vol. 31, No. 2, 2015

"More Than Conventional Wisdom - The Better Way to Make and Justify Security Choices", Norman D. Bates, Journal of Healthcare Protection Management, Vol. 29, No. 2, 2013 and The Parking Professional, The International Parking Institute, March 2012

"Justifying Your Existence through Security Assessments", Norman D. Bates, Journal of Healthcare Protection Management, Vol. 27, No. 1, 2011

"Defeating Daubert Challenges in Premises Security Cases", Norman D. Bates and Danielle A. Frank, National Crime Victim's Bar Association Conference proceedings "Civil Actions for Criminal Acts", June 2009, Washington, D.C.

"Negligent Hiring Liability - A Primer for Healthcare Administrators", Norman D. Bates, Journal of Healthcare Protection Management, Vol. 24, No. 1, 2008

"Using Crime Data to Plan Security", Norman D. Bates, Condo Management, July 2007

"Workplace Violence & Liability", Norman D. Bates, Condo Media, June 2007

"Major Developments in Premises Security Liability: Recent Survey Findings", Norman D. Bates, Journal Healthcare Protection Management, Vol. 22, No. 1, 2006

"Major Developments in Premises Security Liability: Identifying Weakness Can Reduce Property Owners Risk", Norman D. Bates, New England Real Estate Journal, November 25, 2005

"Major Developments in Premises Security Liability - Consultant's Study Reveals Trends", Norman D. Bates, ATLA's Motor Vehicle Collision, Highway & Premises Liability Section, Vol. 11, No. 4, Summer 2005

"The Verdict Is In", Norman D. Bates, Access Controls & Security Systems, April 2005

"On Guard - Recent Developments in Security Standards", Norman D. Bates, Condo Media, June 2005

"Recent Developments in Nationwide Security Standards: The General Security Risk Assessment Guideline", Norman D. Bates, Victim Advocate, Volume 4, Number 2, Fall 2003

"Workplace Violence and Employer Liability", Norman D. Bates, CPCU Society Claims Section Quarterly, May 2001

Expert Not Retained

"Who Should Chart Security's Course?" Norman D. Bates, Security Management, February 2001
"More Wins for Defendants in Premises Liability Cases", Norman D. Bates, and Jon Groussman, Security Management, February 2000

"Workplace Violence and Employer Liability," Norman D. Bates, Victim Advocate, Winter 2000

"Reducing Crime at Commercial Sites Can Minimize Landlord's Liability", Norman D. Bates, Banker & Tradesman, May 1995

"*The Power of Paperwork*", Norman D. Bates, Security Management, May 1995

"Avoiding Negligent Hiring Liability in Property Management", Norman D. Bates, Condo Media, September 1994

"Commercial Properties - Inadequate Security: The New Liability Crisis", Norman D. Bates, Skylines Magazine, September 1994

"Landlords Must Ensure Security", Norman D. Bates, Boston Herald, August 1994

"Commercial Landlords Now Liable for Crime", Norman D. Bates, N.E. Real Estate Journal, August 1994

"Inadequate Security: The New Liability Crisis", Norman D. Bates, Journal of Property Management, July/August 1993

"Inadequate Security Liability", Norman D. Bates, Condo Media, July 1993

"The Liability Crisis of Inadequate Security", Norman D. Bates, Maine Housing Managers' Association Fall Quarterly, 1993

"Risks to Your Guests Can Be Costly for All", Norman D. Bates, Boston Business Journal, March 1992

"Negligent Hiring Liability: A Manageable Risk", Norman D. Bates, Soc. for Human Resource Mgmt., June 1990; published as:*"Understanding the Liability of Negligent Hiring"* Security Management, July 1990

"Security Expert Crucial in Premises Liability", Norman D. Bates, Lawyers Weekly, June 1990

"The Disarming Question of Arming Guards", Norman D. Bates, Security Management, November 1989

"Special Police Powers: Pros and Cons", Norman D. Bates, Security Management, August 1989

"Contribution - The Emerging Focus in Liquor Liability", Norman D. Bates and Roger A. DuPont, Reducing the Toll: An Auto Safety Resource Manual, Insurance Information Institute, November 1988

"Reducing Liability's Toll", Norman D. Bates, Security Management, October 1988

"High Speed Chase or High Speed Trap?", Norman D. Bates, Civil Liability Alert, 1988

Expert Not Retained

"Serving Liquor Not Liability", Norman D. Bates, Security Management, July 1988

"Negligent Hiring Liability", Norman D. Bates, Civil Liability Alert, Summer 1988

"Litigation: A Loss to Prevent", Norman D. Bates, Security Management, April 1988

"Special Police Powers: An Asset or a Liability?" Norman D. Bates, Civil Liability Alert , 1987

"Litigation: The Final Evaluation of Security", Norman D. Bates, Civil Liability Alert, Fall 1987

"Investigating Employee Crime - A Dilemma for Employers", Norman D. Bates, Civil Liability Alert, 1987

"Inadequate Security - Trends in Litigation", Norman D. Bates, Civil Liability Alert, Spring, 1987

"Civil Liability Reviewed", Norman D. Bates, Civil Liability Alert, Winter 1987

"Citizen's Power of Arrest - A Legal Update", Norman D. Bates, Civil Liability Alert, Winter 1987

"Rights of Innkeeper's - Changes in the Law", Norman D. Bates, Keynotes - Greater Boston Hotel Association, March 1986

"Hotel's Loss Linked with Security Director's Association", Norman D. Bates, Keynotes, - Greater Boston Hotel Association, October 1985

Book and Article Critiques - Blind review of other authors publications on request of their publishers.

"Workplace Violence: Managing by Violence Risk Assessment & Thoughtful Intervention", ASIS International Protection of Assets Manual (blind review/author unknown) May 2005.
Proactive Security Management, Pearson Prentice Hall, Upper Saddle River, NJ (blind review) November 2003.

"*Tourist Industry Liability from Crimes Against International Travelers",* Daniel Kennedy, Security Journal, March 1999.
Contemporary Lodging Security, Mark Beaudry, Butterworth Heinemann Publishers, Stoneham, MA, 1993.

Security: Adequate...or Not?, Chris E. McGoey, CPP, Aegis Books, Oakland, CA, 1990.

Detecting Deception, Edward Landis and Robert Meyer, The Dorsey Press, Chicago, IL, 1988.

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CIVIL LIABILITY ALERT, Boston, Massachusetts

Editor -1986 to 1988
Editor for this quarterly peer-reviewed publication on liability issues in policing, municipal security, insurance and corrections. Published by the Civil Liability Institute of Massachusetts, Inc.

EDITORIAL BOARDS

Editorial Board of Advisors for Brownstone Publishers, New York, New York, for the following publications:
Commercial Property Management Insider/Shopping Center Management Insider - 1995 to 2005
Apartment Building Management/Professional Apartment Management - 1990 to 2005
Student Housing Management Insider - 2002
Private School Director's Legal Guide - 2001 to 2003
School Policy Legal Insider - 1998 to 1999

ACADEMIC ADVISORY COMMITTEES

University of Massachusetts, Lowell, Massachusetts
Member - Advisory Committee - Security Management Program - 1993 to 1995

Newbury College, Brookline, Massachusetts
Member - Advisory Committee - 1992 to 1995

EDUCATION

Admitted to the Massachusetts Bar in January 1985

Suffolk University Law School, Boston, Massachusetts
Juris Doctor Degree -1984

Northeastern University, Boston, Massachusetts
Bachelor of Science in Criminal Justice - 1978

Massachusetts Criminal Justice Training Council, Boston, Massachusetts
Attended numerous seminars and training programs, including a twelve-week recruit program at the Boston Police Academy -1977 to 1984

Continuing Legal Education Programs - State and National Level
Professional legal seminars on a variety of issues - 1985 to present

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ASIS International
Continuous national and local seminars on a wide range of security topics - 1980 to present

International Association of Professional Security Consultants
Attended annual conferences on a range of topics and acted as a frequent speaker **-** 2000 to present

MILITARY

United States Coast Guard -1969 to 1973
Second Class Petty Officer/Boat Engineer (E-5)
Port Security; Search and Rescue

PROFESSIONAL ORGANIZATIONS - Current

ASIS International - Member - 1979 to 2024
Chairman, Boston Chapter -1993, Vice Chairman, Boston Chapter -1992
Treasurer, Boston Chapter -1991, Secretary, Boston Chapter -1990
Program Chairman, Boston Chapter -1989, Academic Committee, National - 1990-1991
C.P.P. Exam Committee -1997-1998 - Legal Aspects Sub-Committee - Exam Question Development Instructor
Certified Protection Professional (CPP) Annual Review Program
Educational credits - 1985 to 2002

Cape Code Maritime Museum, Hyannis, MA
Member Board of Trustees – 2024 to present

International Association of Professional Security Consultants - 2000 to Present
Past President - 2011-2012
President - 2010-2011
President - 2009-2010
Secretary - 2008-2009
Treasurer - 2007-2008
Board of Directors - 2001 to 2007
Chairman Forensic Security Committee – 2003 to 2023
Chairman Best Practices Committee – 2003 to present

International Association of Healthcare Safety & Security - Member - 2002 to present

National Crime Victim's Bar Association - Member –2000 to present
Board of Advisors - 2001 to 2003

Society for Human Resource Management (SHRM) - Member - 2003 to 2004, 2007 to present

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PROFESSIONAL ORGANIZATIONS – Previous

American Association for Justice (formerly ATLA) - Associate Member - 1980 to 2007

Children's Law Center of Massachusetts - Member, Board of Directors - 1988 to 1993

Civil Liability Institute of Massachusetts - Member, Board of Trustees - 1986 to 1995

Defense Research Institute - Member - 1996 to 2007

Greater Boston Hotel Security Director's Association - Founder and Former Chairman - 1982 to 1985

International Lodging Safety and Security Association - Past Member and Co-Founder

Massachusetts Continuing Legal Education - Sponsor Member - 2007 to 2012

Southern Arizona Center Against Sexual Assault (SACASA) - Board Member – 2003 to 2006

MEDIA

Quoted and interviewed over the past 40 years by the Wall Street Journal, New York Times, US News and World Report, USA Today, Security Magazine, Security Management, Lawyers Weekly, The Tonight Show, Geraldo Rivera, CBS News, NBC Nightly News, ABC's 20/20, and numerous other national publications. Frequent interviews on local television news stations and in newspaper stories, commenting on current news stories regarding crime, inadequate security, and liability.

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