

ACTIVE SHOOTER INCIDENT





ACTIVE SHOOTER INCIDENT

- **OVERVIEW:**
 - **DISCUSS WHAT AN ACTIVE SHOOTER INCIDENT IS**
 - **DISCUSS SOME PREVENTATIVE MEASURES**
 - **TALK ABOUT HOW TO SURVIVE SUCH AN INCIDENT**
 - **DISCUSS WHAT YOUR ACTIONS MAY BE AS EMPLOYEES**



ACTIVE SHOOTER INCIDENT



- WHAT IS AN ACTIVE SHOOTER?
 - ACTIVE SHOOTER IS AN INDIVIDUAL(S) ACTIVELY ENGAGED IN KILLING OR ATTEMPTING TO KILL PEOPLE IN A CONFINED AND POPULATED AREA.
 - SITUATIONS ARE UNPREDICTABLE AND EVOLVE VERY QUICKLY.
 - PAST ACTIVE SHOOTER INCIDENTS HAVE SHOWN THAT THERE IS NO TIME, ROOM, OR INTENTION FOR NEGOTIATION ON THE PART OF THE PERPETRATOR.
 - AVERAGE DURATION OF A TYPICAL VIOLENT ENCOUNTER IS **LESS THAN TWO MINUTES!**
 - AVERAGE RESPONSE TIME BY LAW ENFORCEMENT IS **SIX MINUTES!**



ACTIVE SHOOTER INCIDENT

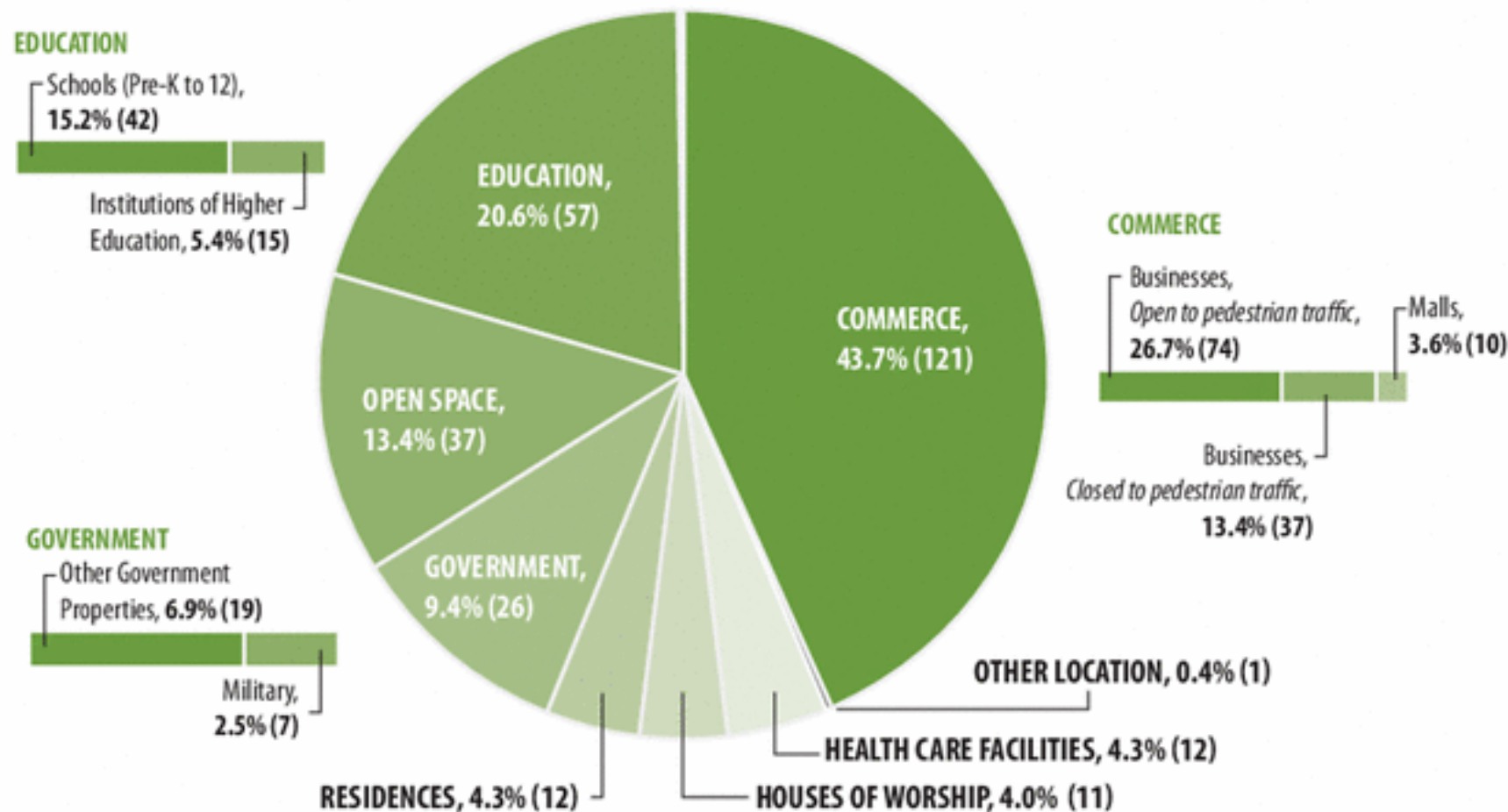


- HOW YOU RESPOND TO AN ACTIVE SHOOTER IN YOUR BUILDING WILL BE DICTATED BY THE SPECIFIC CIRCUMSTANCES OF THE ENCOUNTER.
 - YOUR ACTIONS BEFORE, AFTER, AND DURING ARE EXTREMELY IMPORTANT IN MINIMIZING THE HARM THAT CAN OCCUR.
 - IT IS CRITICAL TO DEVELOP A SURVIVAL MINDSET: A BELIEF THAT YOU CAN TAKE CONTROL AND SURVIVE AN ACTIVE SHOOTER SITUATION!



ACTIVE SHOOTER INCIDENT

Quick Look: 277 Active Shooter Incidents in the United States Between 2000 - 2018 Location Categories



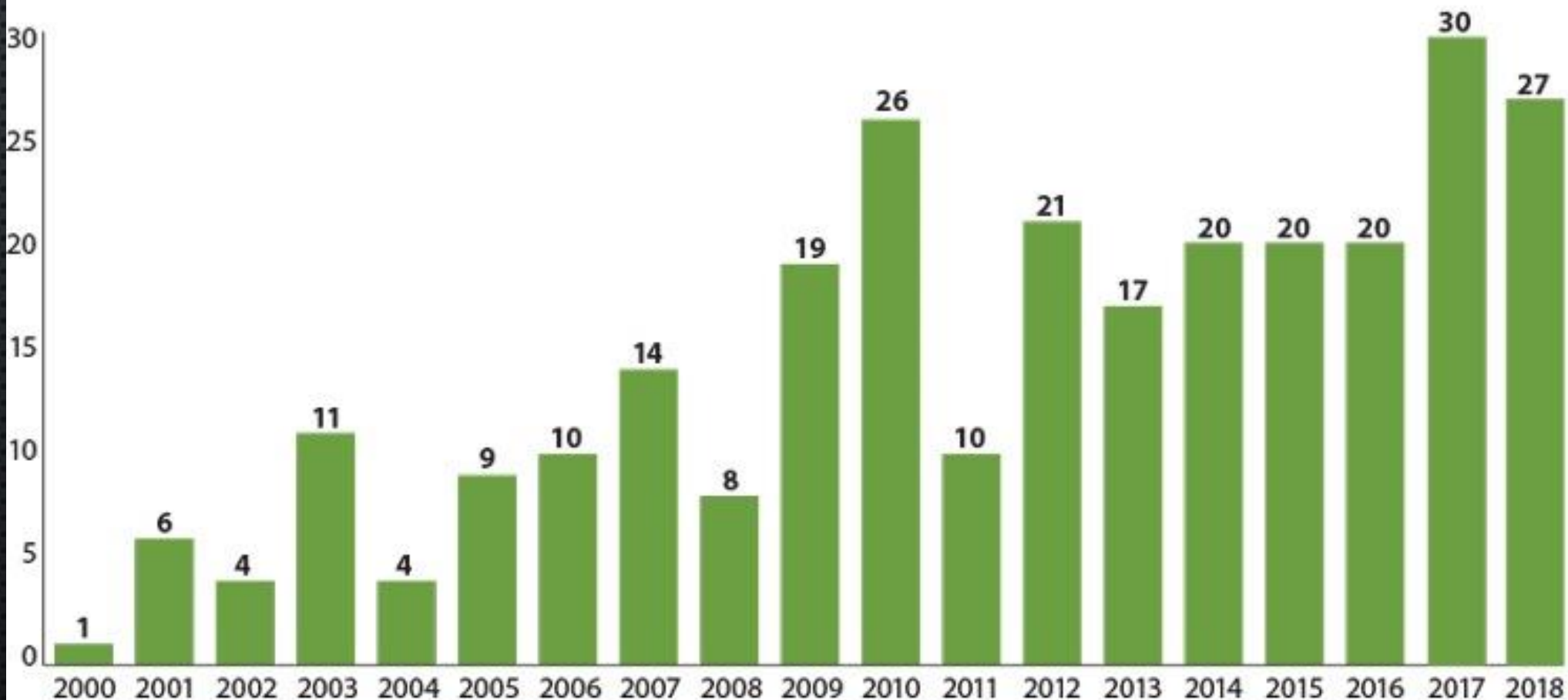
Source: Federal Bureau of Investigation, 2018



ACTIVE SHOOTER INCIDENT



Quick Look: 277 Active Shooter Incidents in the United States Between 2000 - 2018
Incidents Per Year



Source: Federal Bureau of Investigation, 2018



ACTIVE SHOOTER INCIDENT

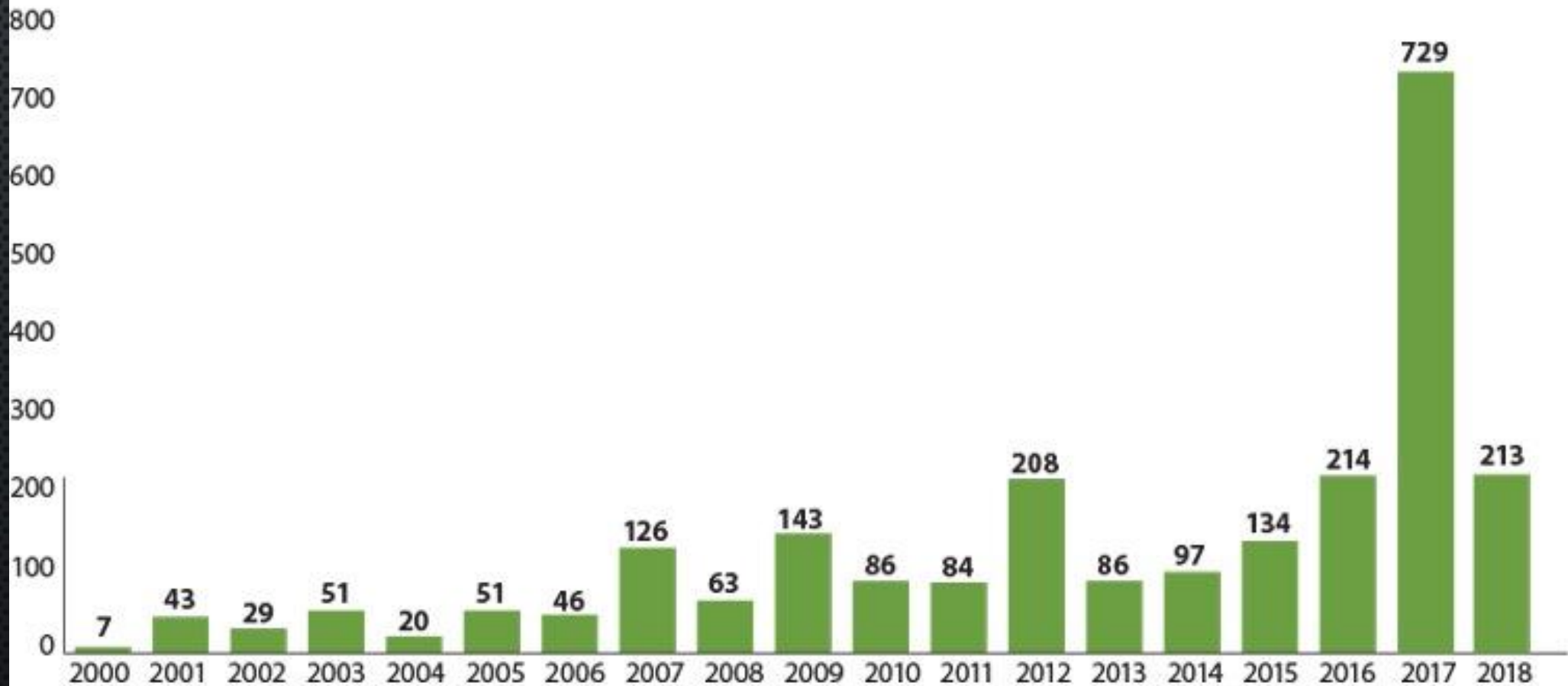




ACTIVE SHOOTER INCIDENT



Quick Look: 277 Active Shooter Incidents in the United States Between 2000 - 2018
Casualties Per Year



Source: Federal Bureau of Investigation, 2018



ACTIVE SHOOTER INCIDENT



- BREAKING DOWN ACTIVE SHOOTER INCIDENTS IN 2018:
 - 27 INCIDENTS OCCURRED IN 16 DIFFERENT STATES
 - 60% OF INCIDENTS OCCURRED IN COMMERCE-RELATED ENVIRONMENTS
 - 23 SHOOTERS WERE MALE & 3 WERE FEMALE, 1 WAS UNKNOWN GENDER
 - SHOOTERS AGE RANGED FROM 13 TO 64 YEARS OLD

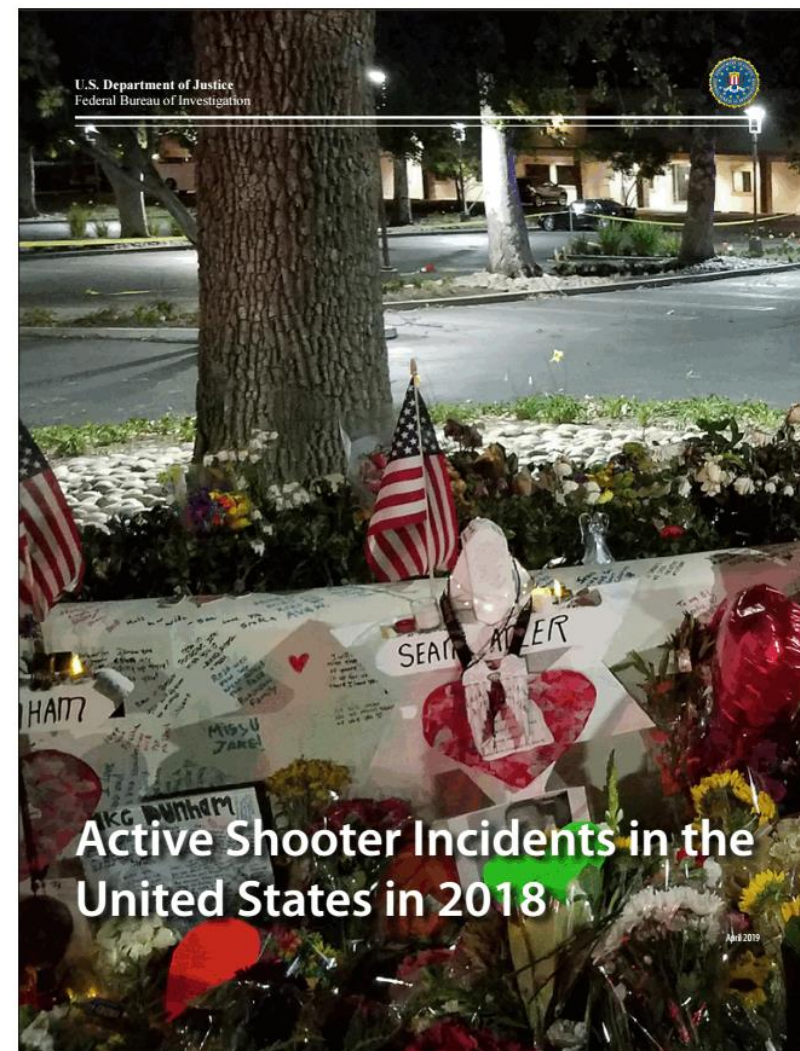


ACTIVE SHOOTER INCIDENT



Part of the FBI's 2018 Active Shooter Incidents Debrief Conclusion:

“In 2018, citizens risked their lives to safely and successfully end the shootings in five of the 27 active shooter incidents. They saved many lives. Given this reality, it is vital that citizens be afforded training so they understand the risks they face and the options they have available when active shooter incidents are unfolding.”





HOW DO YOU PREVENT SUCH AN INCIDENT?



- ONCE AN ACTIVE SHOOTER STARTS, SOMEBODY IS GOING TO LOSE!
- CAN'T PREVENT A TRULY "RANDOM SHOOTER"
- WORK PLACE VIOLENCE
 - DOMESTIC VIOLENCE THAT ACTUALLY COMES TO WORK
 - TERMINATED CO-WORKERS
 - MENTAL ILLNESS/SUICIDAL PERSONS



HOW DO YOU PREVENT SUCH AN INCIDENT?



- DEALING WITH DV IN THE WORKPLACE
 - KNOW MOST ATTACKS HAPPEN IN THE PARKING LOT
 - HAVE GOOD POLICIES ABOUT REPORTING DV TO SUPERVISORS
 - NOTICE IF AN EMPLOYEE SEEMS CONTROLLED BY THEIR SPOUSE
 - HAVE VICTIM INFORM SUPERVISOR OF TRIGGERING EVENTS (CUSTODY, DIVORCE FINAL)
 - CHANGE VICTIM'S HABIT AT WORK (PHONE NUMBER, DESK LOCATION, PARKING)
 - DISSEMINATE PHOTO OF THE SUSPECT TO PERSONNEL, ESPECIALLY FRONT DESK WORKER
 - NOTIFY LAW ENFORCEMENT WITH CONCERNS



HOW DO YOU PREVENT SUCH AN INCIDENT?



- PROFILING A DANGEROUS PERSON
 - DRUG OR ALCOHOL ADDICTED
 - MENTAL HEALTH ISSUES, I.E. PTSD
 - MADE THREATS TO KILL THEMSELVES OR ANYONE ELSE
 - VIOLENT/AGGRESSIVE BEHAVIOR
 - HAVE ACCESS TO WEAPONS



HOW DO YOU PREVENT SUCH AN INCIDENT?



- THREAT ASSESSMENT- BEFORE THEY GET VIOLENT
 - THEY ARE MORE LIKELY TO BE VIOLENT IF THEY ARE INVESTED
 - LONG TERM VS. TEMPORARY EMPLOYEE
 - THEY WILL NEED TO FEEL JUSTIFIED TO USE VIOLENCE
 - SOMEHOW THEY HAVE BEEN WRONGED
 - THERE ARE SHRINKING ALTERNATIVES TO OBTAIN THEIR GOAL WITHOUT VIOLENCE
 - THERE MAY BE A TRIGGERING EVENT
 - DIVORCE, BANKRUPTCY, TERMINATION
 - WILL THIS HAVE A POSITIVE OUTCOME FOR THEM, I.E. GETTING FAMOUS



HOW DO YOU PREVENT SUCH AN INCIDENT?



- FIVE STAGES FOR AN ACTIVE SHOOTER
 - FANTASY STAGE
 - ADVERTISING STAGE
 - PLANNING STAGE
 - PREPARING STAGE
 - EXECUTION STAGE



HOW DO YOU PREVENT SUCH AN INCIDENT?



- FIVE STAGES FOR AN ACTIVE SHOOTER
 - FANTASY STAGE
 - ***ADVERTISING STAGE** — THE TIME TO INTERRUPT AND NOTIFY LAW ENFORCEMENT
 - PLANNING STAGE
 - PREPARING STAGE
 - EXECUTION STAGE



HOW DO YOU PREVENT SUCH AN INCIDENT?



- 2014 FBI STUDY TITLED:
 - *A STUDY OF ACTIVE SHOOTER INCIDENTS IN THE UNITED STATES BETWEEN 2000 AND 2013* DETERMINED TO FOLLOWING:
- 77% OF SHOOTERS SPEND A WEEK OR LONGER PLANNING.
- MAJORITY OF FIREARMS WERE OBTAINED LEGALLY.
- ON AVERAGE, EACH SHOOTER DISPLAYED 4 TO 5 CONCERNING BEHAVIORS THAT WERE OBSERVABLE TO OTHERS AROUND THEM.
- WITH SHOOTERS UNDER THE AGE OF 18; THEIR PEERS AND TEACHERS WERE MORE LIKELY TO OBSERVE CONCERNING BEHAVIOR.

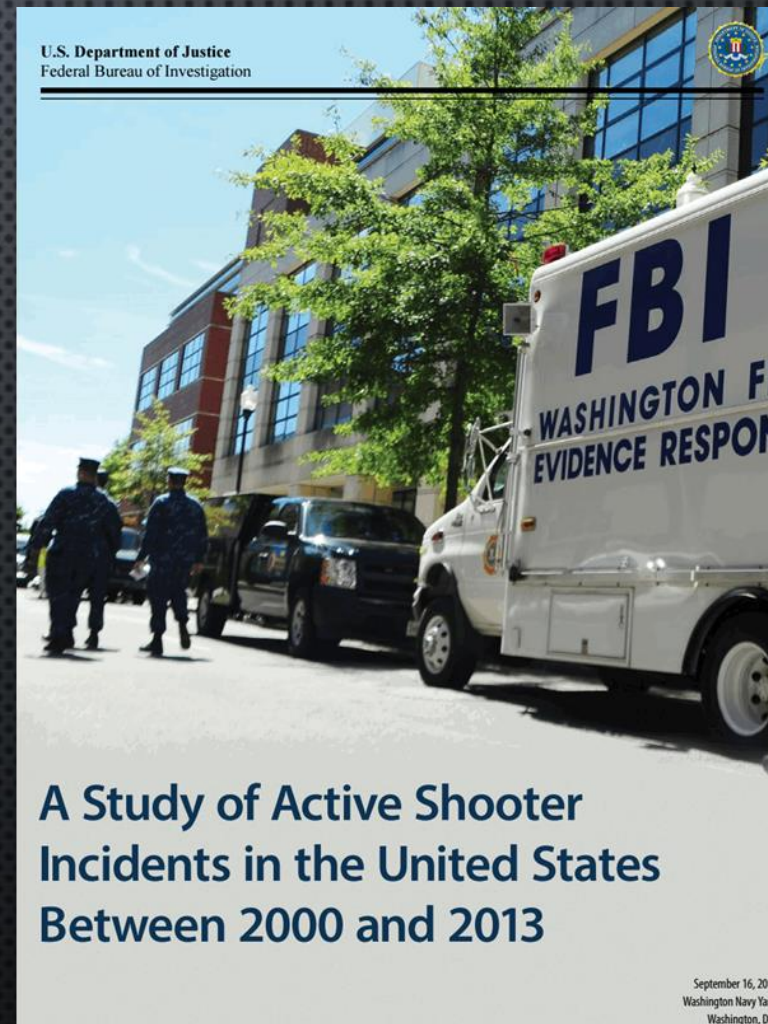


HOW DO YOU PREVENT SUCH AN INCIDENT?



2018's Phase II continuation, FBI's Conclusion:

“Ultimately, this study is descriptive and not prescriptive. It heightens the need for friends, co-workers and professionals to report concerning behavior, but fails to establish the magic checklist that would help law enforcement know who is about to perpetrate the next tragic mass casualty event.”





RUN-HIDE-FIGHT



- ACTIVE SHOOTER SITUATIONS ARE DYNAMIC AND EVOLVE RAPIDLY, HENCE QUICK ACTION IS CRITICAL!
- IN ORDER TO ASSIST YOU IN YOUR SURVIVAL MENTALITY, WE WILL DISCUSS THE STEPS YOU CAN TAKE DURING AN ACTIVE SHOOTER INCIDENT:
 - ***RUN IF YOU CAN***
 - ***HIDE IF YOU CAN'T***
 - ***FIGHT WHEN YOU MUST***



FIRST...FIGURE OUT WHAT IS HAPPENING



- ASSESS THE SITUATION AND DETERMINE THE MOST REASONABLE WAY TO PROTECT YOUR OWN LIFE AND THOSE AROUND YOU.
- FIRST AND FOREMOST, TRY TO REMAIN CALM. THIS IS EASIER SAID THAN DONE, BUT PANIC WILL ONLY ESCALATE THE SITUATION AND COULD PROVIDE MORE TARGETS FOR THE GUNMAN.
- CAN YOU RECOGNIZE THE SOUND OF GUNFIRE?
 - FROM OUTSIDE THE BUILDING?
 - FROM INSIDE THE BUILDING?



FIRST...FIGURE OUT WHAT IS HAPPENING



- DON'T SECOND GUESS YOUR GUT FEELING- IS THE SOUND OF SOMETHING THAT MIGHT SOUND LIKE GUNFIRE DURING YOUR WORK DAY NORMAL?
 - SURVIVORS OF ACTIVE SHOOTING INCIDENTS REPORT THAT DETERMINING AN UNKNOWN NOISE TO BE GUNFIRE WAS INSTRUMENTAL IN THEIR QUICK ACTIONS THAT LED TO THEIR SURVIVAL.
 - INDIVIDUALS WHO DO NOT KNOW THE SOUNDS OF GUN FIRE ARE AT A DISTINCT DISADVANTAGE BECAUSE THEY DID NOT IMMEDIATELY REACT TO THE THREAT.
- ATTEMPT TO DETERMINE HOW MANY SHOOTERS ARE INVOLVED, THE LOCATION OF THE SHOOTER, AND WHERE THE SHOOTER MAY BE HEADING.



RUN



- GET OUT! EVACUATE!
- IF THERE IS AN ACCESSIBLE ESCAPE PATH, ATTEMPT TO EVACUATE THE PREMISES.
 - RUN AWAY FROM THE SOUNDS, PUTTING AS MUCH DISTANCE BETWEEN YOU AND THE ATTACKER AS POSSIBLE.
 - KNOW THE QUICKEST ROUTE OF EXIT FROM YOUR BUILDING, AND SHOULD YOU DECIDE TO RUN FROM THE BUILDING, **DO IT WITHOUT HESITATION!**
 - EVACUATE REGARDLESS OF WHETHER OTHERS AGREE TO FOLLOW.





RUN



- GET OUT! EVACUATE!
 - LEAVE YOUR BELONGINGS BEHIND.
 - HELP OTHERS ESCAPE, IF POSSIBLE.
 - CONSIDER PERSONS WITH SPECIAL NEEDS AND DISABILITIES.
 - PREVENT INDIVIDUALS FROM ENTERING AN AREA WHERE THE ACTIVE SHOOTER MAY BE.
 - KEEP YOUR HANDS VISIBLE.
 - FOLLOW THE INSTRUCTIONS OF ANY POLICE OFFICERS.
 - DO NOT ATTEMPT TO MOVE WOUNDED PEOPLE.



HIDE



- IF YOU DECIDE THAT YOU CANNOT GET OUT SAFELY, OR YOU'RE PHYSICALLY UNABLE TO GET OUT – THEN YOUR BEST OPTION MIGHT BE TO HIDE.
 - HIDE IN AN AREA OUT OF THE ACTIVE SHOOTER'S VIEW.
 - IF CIRCUMSTANCES DICTATE THAT YOU CAN NOT PHYSICALLY HIDE FROM THE SHOOTER, TRY TO MAKE YOURSELF A "SMALL TARGET."
 - BLOCK ANY ENTRY TO YOUR HIDING PLACES.
 - LOCK DOORS
 - BARRICADE DOORS WITH FURNITURE/LARGE OBJECTS.
 - SHUT OFF LIGHTS AND CLOSE WINDOW BLINDS.





HIDE



- ANALYSIS OF PAST ACTIVE SCHOOL SHOOTINGS INDICATES THAT SHOOTERS DO NOT TAKE THE TIME TO KICK IN OR BREAK INTO A LOCKED ROOM.
- KEEP AWAY FROM THE DOOR SINCE THIS SAME ANALYSIS REVEALED THAT A SHOOTER WILL INDISCRIMINATELY SHOOT INTO A DOOR IF HE BELIEVES HE CAN HIT SOMEONE.
- IF YOU ARE IN A HALLWAY WHEN THE SHOOTING BEGINS, IMMEDIATELY TRY TO FIND A ROOM THAT CAN BE SECURED AND BARRICADE THE DOOR.
- ALTHOUGH ANY HIDING SPOT WILL SUFFICE, ATTEMPT TO FIND A HIDING LOCATION THAT DOES NOT TRAP OR RESTRICT YOUR OPTIONS FOR MOVEMENT.





HIDE



- BE AWARE THAT THE ASSAILANT MAY BANG ON THE DOOR, YELL FOR HELP, OR OTHERWISE ATTEMPT TO ENTICE YOU TO OPEN THE DOOR OF A SECURED AREA.
 - IF THERE IS ANY DOUBT ABOUT THE SAFETY OF THE INDIVIDUALS INSIDE A ROOM, THE AREA NEEDS TO REMAIN SECURE.
- LASTLY, CONSIDER WHAT YOUR RESPONSE WILL BE IF THE SHOOTER FINDS YOU. ARE YOU GOING TO SUBMIT OR RESIST THE SHOOTER?





FIGHT



- AS A LAST RESORT, AND ONLY WHEN THE THREAT TO LIFE IS IMMINENT, **TAKE ACTION AGAINST THE SHOOTER!**
- IF THERE IS NO OTHER CHOICE BUT TO DEFEND YOURSELF, TRY TO OBTAIN ANYTHING THAT COULD SERVE AS A WEAPON (I.E., KNIFE, SCISSORS, LETTER OPENER, ETC.) AND USE THIS WEAPON ON VITAL AREAS SUCH AS THE EYES, NECK AND GROIN AREA.
- CONTINUE YOUR ATTACK UNTIL THE INTRUDER IS SUBDUED OR RUNS AWAY.





FIGHT



- ACT AS AGGRESSIVELY AS POSSIBLE AGAINST THE SHOOTERTHIS IS NO TIME TO BE MEEK!
- THROW ITEMS AT THE ATTACKER AND IMPROVISE WEAPONS FROM WHATEVER YOU CAN OBTAIN.
- YELL, SCREAM, AND SHOUT! BY STARTLING THE ATTACKER, YOU MAY GAIN A SECOND OR TWO TO ATTACK.
- COMMIT TO YOUR ACTIONS...THERE IS NO ROOM FOR SECOND GUESSING!



**DON'T MAKE
ME OPEN
THIS!**



FIGHT



- IF TWO OR MORE PEOPLE CAN ATTACK THE SHOOTER, A COORDINATED ATTACK THAT INVOLVES RUSHING THE SHOOTER FROM DIFFERENT DIRECTIONS OR ANGLES SHOULD BE ATTEMPTED.
- BY LAUNCHING A COUNTER ATTACK FROM DIFFERENT DIRECTIONS, THE SHOOTER WILL NOT BE ABLE TO SHOOT AT ALL THE ATTACKERS SIMULTANEOUSLY.





WHEN SAFE TO DO SO... HELP OUT!



- AT THE FIRST OPPORTUNITY, CALL 911 AND ADVISE THE DISPATCHER OF THE OCCURRENCE.
 - WHEN CALLING 911, STAY ON THE LINE UNTIL IT IS ANSWERED; DO NOT HANG UP!
 - DISPATCHERS WILL BE ASKING A LOT OF QUESTIONS, TRY TO PROVIDE INFORMATION IN A CALM MANNER SO THAT YOUR INFORMATION CAN BE QUICKLY RELAYED TO RESPONDING LAW ENFORCEMENT AND EMERGENCY PERSONNEL.
- REPORT AS MUCH AS POSSIBLE ABOUT THE ASSAILANT, INCLUDING:
 - SPECIFIC LOCATION/DIRECTION OF THE ASSAILANT.
 - NUMBER OF ASSAILANTS.
 - GENDER, RACE, AND AGE OF THE ASSAILANT.
 - PHYSICAL FEATURES; I.E. HEIGHT, WEIGHT, HAIR, GLASSES, ETC.





WHEN SAFE TO DO SO... HELP OUT!



- CLOTHING COLOR AND STYLE AND DESCRIPTION OF ANY BACKPACK OR BAG.
 - WEAPONS; I.E. HANDGUN, RIFLE, SHOTGUN, KNIFE, EXPLOSIVES.
 - DO YOU RECOGNIZE THE ASSAILANT AND OR KNOW THEIR NAME?
 - WHAT DID YOU HEAR—I.E. EXPLOSIONS, GUNSHOTS, ETC?
-
- TREAT THE INJURED AS BEST YOU CAN UNTIL THE AREA IS SECURE. REMEMBER BASIC FIRST AID. FOR BLEEDING, APPLY PRESSURE AND ELEVATE. **MANY ITEMS CAN BE USED FOR THIS PURPOSE—I.E. CLOTHING, TOWELS, FEMININE HYGIENE PRODUCTS, BELTS, ETC.**



WHEN SAFE TO DO SO... HELP OUT!



- WHEN HELP IS ON THE WAY IT IS IMPORTANT FOR YOU:
 - STAY WHERE YOU ARE!
 - THE SAFEST PLACE FOR YOU IS INSIDE A SECURE ROOM.
 - THE ASSAILANT MAY NOT FLEE WHEN LAW ENFORCEMENT ENTERS THE BUILDING; INSTEAD, SUSPECT MAY TARGET ARRIVING OFFICERS.
 - INITIAL RESPONDING OFFICERS WILL NOT TREAT INJURED OR BEGIN EVACUATION UNTIL THE THREAT IS NEUTRALIZED AND THE AREA IS SECURE.
 - THIS MAY BE TIME CONSUMING; YOU NEED TO REMAIN IN YOUR SECURE AREA UNTIL INSTRUCTED OTHERWISE.



WHEN SAFE TO DO SO... HELP OUT!



- HOW TO REACT WHEN LAW ENFORCEMENT ARRIVES:
 - REMAIN CALM AND FOLLOW OFFICERS' INSTRUCTIONS.
 - PUT DOWN ANY ITEMS IN YOUR HANDS(I.E., BAGS, JACKETS).
 - IMMEDIATELY RAISE HANDS AND SPREAD FINGERS.
 - KEEP HANDS VISIBLE AT ALL TIMES.
 - AVOID MAKING QUICK MOVEMENTS TOWARD OFFICERS SUCH AS ATTEMPTING TO HOLD ON TO THEM FOR SAFETY.
 - AVOID POINTING, SCREAMING, AND/OR YELLING.
 - DO NOT STOP TO ASK OFFICERS FOR HELP OR DIRECTION WHEN EVACUATING; JUST PROCEED IN THE DIRECTION FROM WHICH OFFICERS ARE ENTERING THE PREMISES.





REMEMBER



- ***RUN** IF YOU CAN*
- ***HIDE** IF YOU CAN'T*
- ***FIGHT** WHEN YOU MUST*



QUESTIONS



??????????



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Department of Homeland Security Website for Active Shooter
resources:

<https://www.dhs.gov/active-shooter-preparedness>