Employee Response To Active Shooters
Training and Program Implementation
WHAT IS AN ACTIVE SHOOTER?

An individual actively engaged in killing or attempting to kill people in a confined and populated area.

“TERRORISM” (International & Domestic) means activities with the following three characteristics:

* Involve violent acts or acts dangerous to human life that violate federal or state law;
* Appear to be intended to intimidate or coerce a civilian population; to influence the policy of a government by intimidation or coercion; or to affect the conduct of a government by mass destruction, assassination, or kidnapping; and
* Occur primarily outside (international) or Inside (Domestic) the territorial jurisdiction of the U.S., or transcend national boundaries in terms of the means by which they are accomplished, the persons they appear intended to intimidate or coerce, or the locale in which their perpetrators operate or seek asylum.
A mindset is developed when you employ a fixed mental attitude that predetermines your response to a given situation. For example, your attitudes toward something help develop your response or approach. Your mindset becomes your approach.

**Maintaining a survival mindset**

- **Mental Preparation** - generally associated with getting into the right mindset, or preparing for a difficult task

- **Mental practice** - a specific technique that involves actively utilizing visualization skills to not just see yourself doing a good job, but actively and perfectly visualizing each of the steps used to accomplish a task. It involves an ability to visualize sights, sounds, smells and even touch.
MITIGATING FACTORS

• **Educate**- Attend briefs; Watch videos; take courses; (be informed - have a plan - make a kit); know what to do before, during and after an incident occurs

• **Train**- Develop facility Emergency Action Plans (EAP) & train your personnel locally on what to do. (the more we train in peace, the less we bleed in war)

• **Exercise**- Participate in company integrated exercises or run a local drill or table top exercise to validate your plan.
Characteristics of An Active Shooter

- There is no accurate profile
- Attackers have ranged in age from 11-60
- Come from variety of racial and ethnic backgrounds
- Many attackers felt injustices have been committed against them
- History of mental health issues
- Suicide attempts or thoughts in the past
- Most show interest in violence
- Most have no previous criminal history
- Most have difficulty coping
ACTIVE SHOOTER INCIDENTS

Seung-Hui Cho (sung-wee joh)

Trigger- mental Illness. April 16th
2007 Virginia Tech University- 32
killed injured 23. Shooter suicide

- Glock 19 9mm pistol
- Walther P-22 pistol
- Lasted from 7:15 am to 9:51 am
- Suffered from Mental illness since Middle school
- Accused of stalking two female students
ACTIVE SHOOTER INCIDENTS

Trigger-Mental issues. September 16th 2013
Washington Navy Yard NAVSEA HQ 13 Killed 8
Injured. Shooter killed by Police.

- Remington 870 Shotgun
- Stolen Beretta 92F 9mm pistol
- 8:16 am to 9:25 am
- History of mental illness
- Prior Navy/ Current contractor
**RECENT ACTIVE SHOOTER INCIDENTS**

**Friday April 8th** Two killed in a murder suicide on Medina AFB Texas. Airman killed his Commander.

**Saturday April 23rd** 18 year old gunman armed with a rifle shot two students before being shot by police outside of a Wisconsin prom.
RECENT ACTIVE SHOOTER INCIDENTS

CHAGRIN FALLS, OHIO 2 housekeepers killed one kitchen worker shot and wounded himself in an assisted living home **March 24th**

Kalamazoo **Feb 20th**- Jason Dalton fatally shot 6 people claiming the Uber app controlled him (captured)
RECENT ACTIVE SHOOTER INCIDENTS

UCLA campus Los Angeles Mainak Sarkar shot his professor then killed himself in an engineering classroom June 1st 2016

Sarkar had a “kill list”, Lived in Minnesota at an address where a female body was later found
Pulse Night club Orlando Florida. *Omar Mir Seddique Mateen* killed 49 wounded 53 killed by police *June 12th 2016*

- Female hid under dead bodies
- Bartender hid under a glass bar
- Some escaped via A.C. unit removed by police

* Purchased rifle and pistol previous week, *possible mental illness, *claimed affiliation with ISIS. *Domestic violence against his previous wife. *Worked for G-4, Parents were outraged at two men kissing
Plaza Live Venue Orlando Florida. 27 Year old White male killed 1 wounded 3 then committed suicide

June 10th 2016

• Shot while signing autographs
• Brother tackled shooter
• 2 handguns, 2 spare magazines & a large hunting knife in his possession

CHRISTINA GRIMMIE

* Trigger?? Unknown but suspect had a history of violence.
East Baton Rouge Louisiana. 29 Year old black male killed 3 Police Officers before being shot by police

**July 17th 2016**

- Stalked police for 6 days prior
- Shot an officer while he vacuumed his car.
- Used a Rifle
- Was a former Marine
- Member of Sovereign Citizen group

* TRIGGER racial & revenge for the July 5st shooting of Alton Sterling
<table>
<thead>
<tr>
<th>DATE</th>
<th>LOCATIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>August 1, 1966</td>
<td>Austin Texas, Texas tower</td>
</tr>
<tr>
<td>April 28, 1982</td>
<td>South Korea</td>
</tr>
<tr>
<td>October 6, 1991</td>
<td>Killeen, TX</td>
</tr>
<tr>
<td>December 7, 1993</td>
<td>Garden City, NJ</td>
</tr>
<tr>
<td>June 20, 1994</td>
<td>Fairchild AFB</td>
</tr>
<tr>
<td>February 28th, 1997</td>
<td>North Hollywood, LA</td>
</tr>
<tr>
<td>March 24, 1998</td>
<td>Jonesboro, AK</td>
</tr>
<tr>
<td>April 14, 2001</td>
<td>Eglin, FL</td>
</tr>
<tr>
<td>December 11, 2004</td>
<td>Columbus, OH</td>
</tr>
<tr>
<td>March 12th, 2005</td>
<td>Brookfield, WI</td>
</tr>
<tr>
<td>January 30th, 2006</td>
<td>Goleta, CA</td>
</tr>
<tr>
<td>February 12, 2007</td>
<td>Salt Lake City, UT</td>
</tr>
<tr>
<td>April 16th, 2007</td>
<td>Virginia Tech</td>
</tr>
<tr>
<td>December 9th, 2007</td>
<td>Colorado Springs</td>
</tr>
<tr>
<td>February 7th, 2008</td>
<td>Kirkwood, MO</td>
</tr>
<tr>
<td>March, 10th, 2009</td>
<td>Alabama</td>
</tr>
<tr>
<td>March 29th, 2009</td>
<td>Carthage, NC</td>
</tr>
<tr>
<td>April 3rd, 2009</td>
<td>Binghamton, NY</td>
</tr>
<tr>
<td>August 4, 2009</td>
<td>Pittsburgh, PA</td>
</tr>
<tr>
<td>November 5, 2009</td>
<td>Fort Hood</td>
</tr>
<tr>
<td>March 2, 2011</td>
<td>Frankfurt, Germany</td>
</tr>
<tr>
<td>April 20, 1999</td>
<td>Columbine High School</td>
</tr>
<tr>
<td>July 22, 2011</td>
<td>Norway</td>
</tr>
<tr>
<td>October 12, 2011</td>
<td>Seal Beach, CA</td>
</tr>
<tr>
<td>March 24, 2012</td>
<td>Kabul, Afghanistan</td>
</tr>
<tr>
<td>May 30th, 2012</td>
<td>Oakland, CA</td>
</tr>
<tr>
<td>July 20th, 2012</td>
<td>Aurora, CO</td>
</tr>
<tr>
<td>August 5th, 2012</td>
<td>Oak Creek, WI</td>
</tr>
<tr>
<td>August 14th, 2012</td>
<td>College Station, TX</td>
</tr>
<tr>
<td>August 31st, 2012</td>
<td>Old Bridge, NJ</td>
</tr>
<tr>
<td>September 6th, 2012</td>
<td>Carson City, NV</td>
</tr>
<tr>
<td>October 22, 2012</td>
<td>Brookfield, WI</td>
</tr>
<tr>
<td>December 14th, 2012</td>
<td>Newton, CT</td>
</tr>
</tbody>
</table>

There were 5 active shooter incidents in this 30 year time frame.

Over 45 Active Shooter events between 1997-2013 (16 year time frame)

2013: 17 shootings
QUESTIONS TO ASK & ANSWER

- How **safe** are we really at work?
- How do we handle **visitors**?
- How do we handle employees that have been terminated?
- Do we have a facility **emergency action plan** in place?
- Can we contact all “on duty” personnel at the same time (mass Email, phone call, intercom system).
- Where are the **access points** into the building, where anyone can gain access to our workspaces?
- Where are the **escape routes**, and where do we meet once we exit the building?
- What can I do to ensure that I have the best chance of surviving an encounter with an active shooter?
- Know your **building number, room number, street address** of the building, to pass on to the Law Enforcement Dispatch operator.
- How serious do we take **open threats** from disgruntled employees?
- Are there **red flags** that we should be reporting to management?
WHAT DO YOU DO DURING AN ACTIVE SHOOTER EVENT?

**RUN/ESCAPE**
IF POSSIBLE

**HIDE**
IF ESCAPE IS NOT POSSIBLE

**FIGHT**
ONLY AS A LAST RESORT
RUN OR ESCAPE

• If an escape path is available, Don’t wait for others
• Leave belongings behind
• Prevent others from entering the area
• Keep hands visible (raised with fingers spread)
• Follow instructions of police
• Call Emergency Dispatchers when safe
• Stay approximately 12-18 inches off the walls
  (rounds fired at a shallow enough angle will follow the wall)
HIDE or BARRICADE

- If evacuation is not possible, find a place where shooter is less likely to find you
- Stay Out of shooter’s view
- Look for protection i.e. office with closed and locked door
- Do not trap or restrict options for movement
- Blockade door with heavy furniture if possible to prevent entry
- Hide behind large items or under desk
- Silence cell phone
- Turn off TV and radio, computer speakers
- Remain quiet
- Call Police dispatcher
(If you cannot speak, leave line open to allow dispatcher to listen)
HIDE or BARRICADE cont..

Various barricade Techniques
HIDE or BARRICADE cont..

Various barricade devices

Night lock

Barracuda intruder defense system

ALICE barricade

The Sleeve $79

Rampart $40
FIGHT FOR YOUR LIFE

- Only when your life is in imminent danger
- Attempt to disrupt and or incapacitate shooter by:
  - Acting as aggressively as possible against them
  - Throwing items and using improvised weapons
  - Committing to your actions
  - Yelling
FIGHT FOR YOUR LIFE
Weapons in the office

Keyboards
Fire Hose
FOLDING CHAIRS

FIRE EXTINGUISHER
A TABLE
An active shooter situation is similar to many other crisis situations in that preparation has a direct impact on the severity and outcome of the incident.

To assist with preparation an emergency action plan (EAP) should be established.
Planning – prepare staff for possible active shooter situations; create an EAP and conduct training

Procedures – conduct security assessments, determine facility vulnerability, and identify evacuation routes and lockdown locations; incorporate drills in emergency preparedness exercises
Individual Responsibilities

**Facility Managers** – coordinate with facility personnel to institute access control measures – strict control of keys and alarm system pass codes; maintain floor plans

**Supervisors** – keep everyone trained, from the top down, and aware of the EAP

**Individuals** – responsible for knowing exit routes, emergency procedures, and applicable code words for different agencies
Administrative Practices:

Workplace Layout

**Furniture** – used as cover & concealment; ensure it will not limit your exit

**Cover** is an object that can protect against gunfire

**Concealment** only provides against visual detection from the shooter
ACTIONS OF FIRST RESPONDERS:

During an active shooter situation, the responding officers goal is to neutralize the threat or secure the scene and should not be hampered. Each individual should know what to expect and how to react when the responding officers arrive.

• There may be an individual responder or a team
• They are headed to the shooter’s location towards the sound of gunfire
• May wear a variety of uniforms & equipment
• May shout commands and push individuals to the ground for their safety
• Barricade/Hostage vs Active shooting
ACTIONS OF FIRST RESPONDERS cont...

• Most likely will not stop to help injured personnel
• Every person must adhere to the commands of the first responders as everyone is treated the same until the bad guys are sorted out
• This is for your safety and that of the first responders

Upon contact with first responders

• Follow commands of the response force
• Empty and keep your hands visible at all times
• Avoid making quick movements such as reaching for something or grabbing at the responders
• Do not distract the responders – follow directions
ACTIONS OF FIRST RESPONDERS cont...

IF YOU HAVE ESCAPED TO A SAFE LOCATION OR AN ASSEMBLY POINT:

You will most likely be held in that area by first responders until the situation is under control, and all witnesses have been identified and questioned.

Be patient, cooperate fully, and do not leave until first responders have instructed you to do so.

Emergency Medical Services will not provide assistance to injured persons until threat has been eliminated.
Post Event Actions

- Account for all individuals at a designated assembly point to determine if anyone is missing
- Execute notifications through proper channels
- Assess the psychological state of individuals who were present at the scene, and refer them to health care specialists accordingly
- Identify and fill any operational gaps (personnel & equipment) caused by the incident
- After the shooter has been terminated and there is no longer a threat, leadership should initiate an after action review (AAR).

*Continuity of Operations (COOP)* is a United States federal government initiative, required by U.S. Presidential directive, to ensure that agencies are able to continue performance of essential functions under a broad range of circumstances.
To facilitate effective planning for future emergencies, reevaluate the EAP based on feedback provided in the AAR:

- **EAP Objective**
- **TTPs to sustain?**
- **TTPs to improve?**
- **Intent of the EAP** (What was supposed to happen?)
- **What actually happened?**
- **Key Issues**

**AAR**

**Tactics**

**Techniques**

**Procedure**
SUMMARY

- What an active shooter is
- Survivor mindset
- Mitigating Factors
- Characteristics of an Active shooter
- Past & present cases of Active shooters
- What to do in case of an Active Shooter
- Emergency Action plan implementation
- Administrative Practices
- Actions of the First Responder
- Post Events Actions
PLEASE CONTACT YOUR LOCAL LAW ENFORCEMENT AGENCY FOR INFORMATION MORE SPECIFIC TO YOUR AREA & FOR PLANNING DRILLS INCLUDING LAW ENFORCEMENT RESPONSE.