

# ACTIVE SHOOTER/VIOLENT INTRUDER RESPONSE



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# Who are we?



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# This Training will...

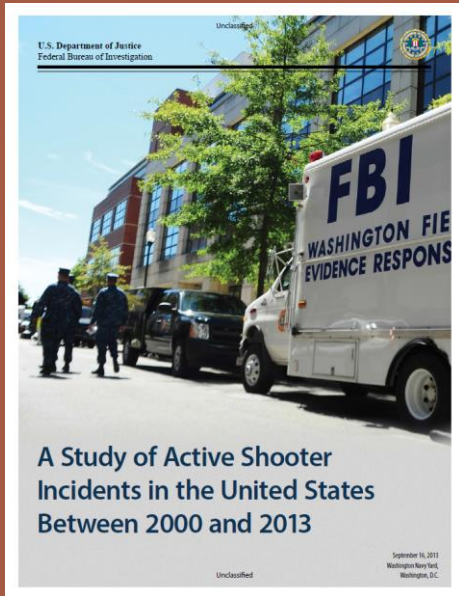
- ◆ Build a foundational awareness
  - ◆ Allow you to Recognize a Threat and Act on that threat. Example of Mother/Daughter at Cascade mall
- ◆ Create an Emergency Action Plan.
  - ◆ What to do. Where to go. How to do it.
- ◆ Allow you to Assess your current state and identify areas to improve
- ◆ Give you resources to help you
- ◆ Encourage Open and Honest communication with the goal of improvement

# Fear? No, Preparation.

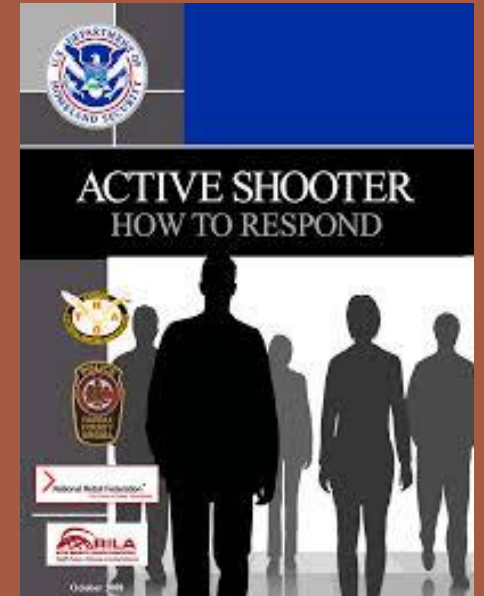
## Lifetime ODDs of dying from specific cause in the United States

- ◇ Heart Disease 1 in 7. We try to prevent this by eating healthy and exercise.
- ◇ Motor Vehicle Accidents 1 in 113. We drive safe, buy safe cars, wear our seatbelts.
- ◇ Pedestrian deaths 1 in 672. We stay alert and look both ways before crossing a street.
- ◇ Dying in a Fire Related issue 1 in 1,454. How much do we train for fires?
- ◇ Choking hazard 1 in 3,408. We all know the Heimlic maneuver.
- ◇ Drowning is 1 in 1,183. We take swimming lessons, wear life vests.
- ◇ How do we prepare for violent acts?

# Where did we get our information?



FBI Active Shooter Incident Report  
Department of Homeland Security  
United States Secret Service  
Case Studies of Incidents  
Hundred of hours of Training  
National Institute of Crime Prevention



We base our training on best practice

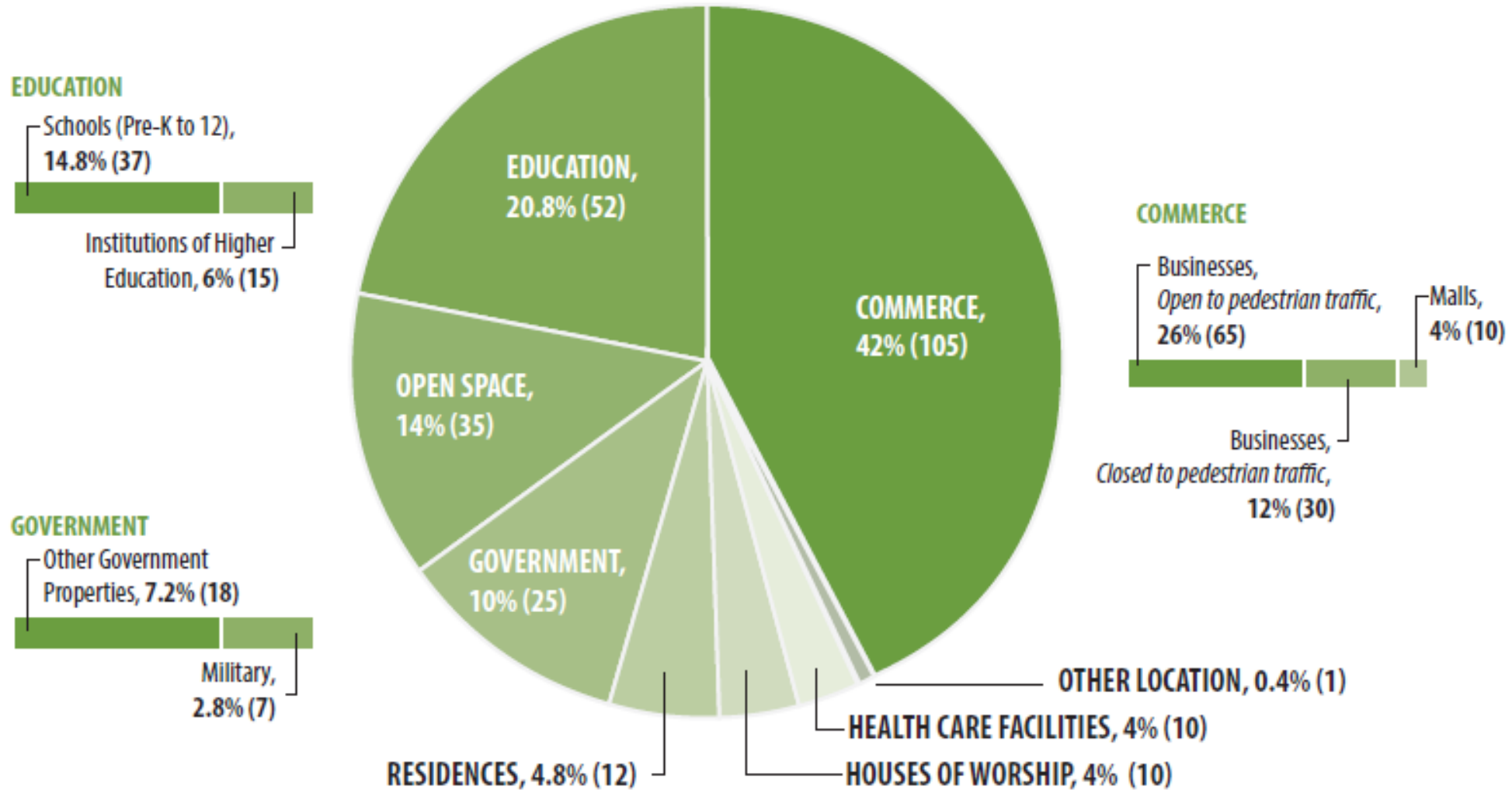
# Department of Homeland Security Findings

- 160 Active Shooter incidents occurred between 2000 and 2013
- An average of 11.4 incidents occurred annually
- The 160 incidents resulted in 1,043 casualties: 486 killed and 557 wounded, not including the shooter
- Approximately 60 percent of the incidents ended before police arrived
- 64 (40 percent) of the incidents ended with the shooter committing suicide
- In 64 cases where the duration could be ascertained, 44 (69 percent) ended in less than five minutes with 23 ending in two minutes or less

# Department of Homeland Security Findings

**Quick Look:** 250 Active Shooter Incidents in the United States From 2000 to 2017

## Location Categories





**250**

incidents  
occurred between  
2000 and 2017

**2,217**

Casualties, including killed and wounded  
(shooters were not included in this total)

**799**

were killed in 250 incidents

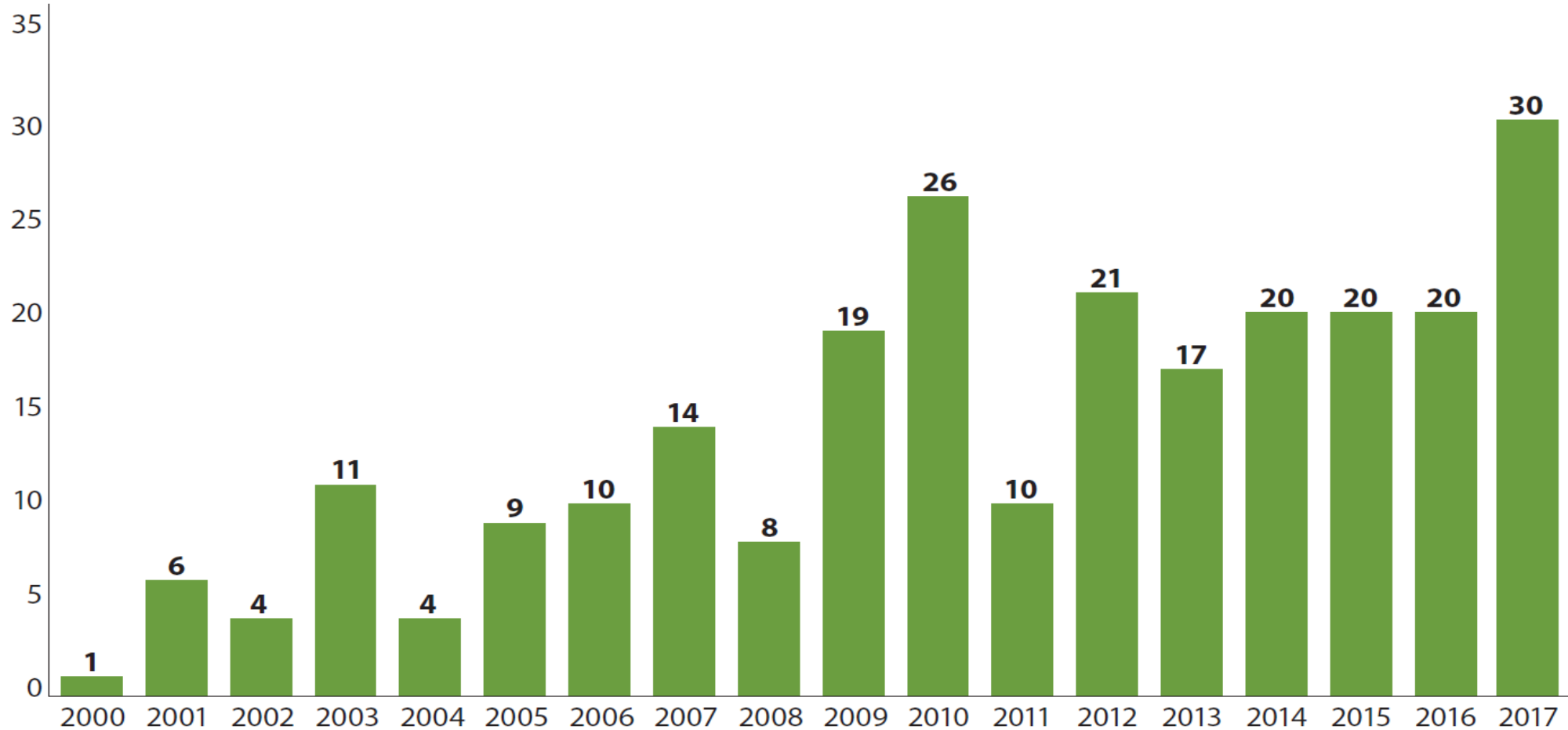
**1,418**

were wounded in 250 incidents.

Source: Federal Bureau of Investigation, 2017



**Quick Look:** 250 Active Shooter Incidents in the United States From 2000 - 2017  
**Incidents Per Year**



Source: Federal Bureau of Investigation, 2017

# What is an Active Shooter

- An Active Shooter is an individual actively engaged in killing or attempting to kill people in a populated area
- No TRUE profile exists for an Active Shooter
- An Active Shooter often has a trackable pathway to their violence
- Sometimes victims are chosen, often they are randomly selected
- Some indicators of an Active Shooter are abdication of parental responsibilities(Child rules the roost and has 100% privacy), lack of roots to society due to frequent moves, and exposure to violence(witnessing violence, violent video games, violent music)
- Often consider themselves victims and their only response to the wrongs done upon them is violence

# Don't put this on Mental Illness

- By dismissing these persons as mentally ill we demonize mental illness and fail to properly prepare ourselves for the most likely threat
- According the FBI Behavioral Analysis Unit
  - Severe Mental Illness probability of violence is the same for no severe mental illness
  - 63 In-Depth case study from Active Shooters 2000-2013 showed
  - 25% were diagnosed with any mental health illness, a small percentage with a psychotic disorder





# How will you know a violent event is occurring?

- You may or may not hear the gunshots, someone pulling out a knife, running persons over with a car...but you will almost certainly hear people screaming in fear.
- It may be a text from a co worker
- How does your group inform each other during an emergency?

# OODA Loop

- ◆ Developed by Air Force Colonel John Boyd as a fighter pilot in the Korean War
- ◆ OODA
  - ◆ Observe
  - ◆ Orient
  - ◆ Decide
  - ◆ Act

In any moment of decision, the best thing you can do is the right thing, the next best thing is the wrong thing, and the worst thing you can do is nothing.

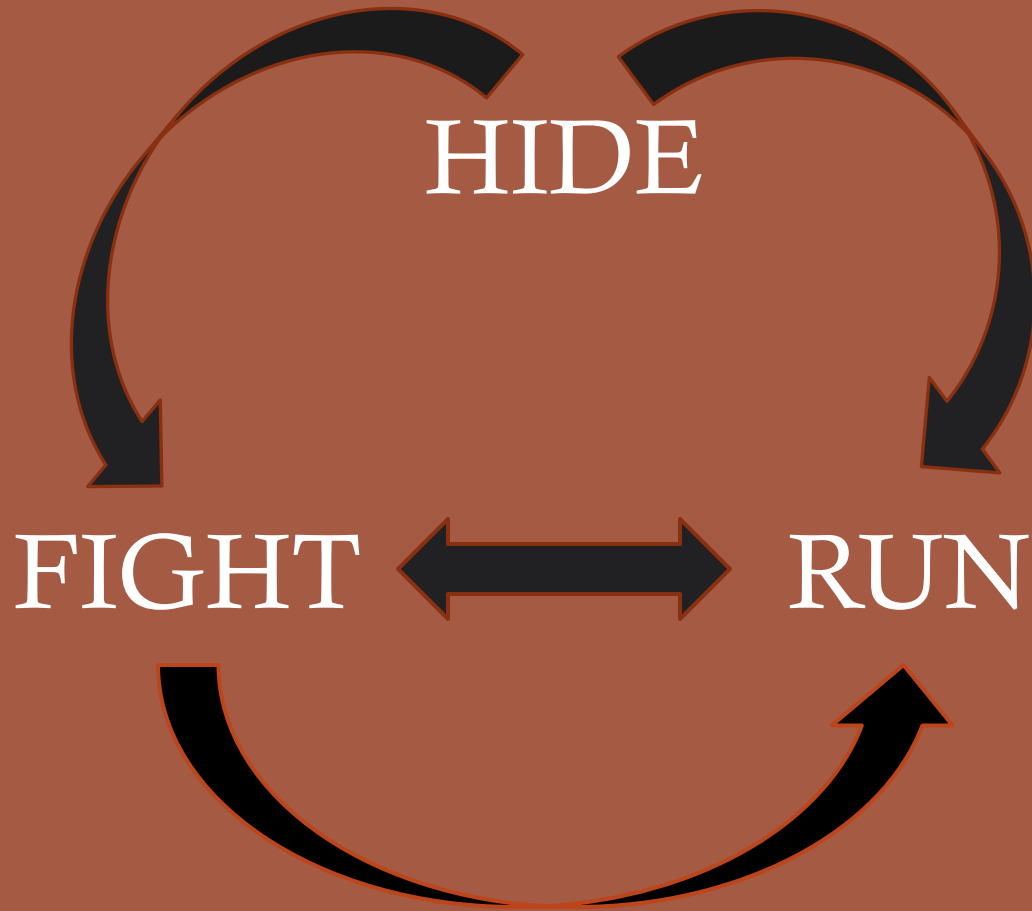
Theodore Roosevelt



# Run Hide Fight

The material we teach is covered in concepts and should be compatible with your Fire, Earthquake, Gas Explosion, etc... emergency plans.

Converse about this topic with your family. If your kids don't hear this information in context from you, then where are they getting their information? Media, friends, Twitter....



Run, Hide, Fight is not

Step 1 Run

Step 2 Hide

Step 3 Fight

# Lockdown versus Run, Hide, Fight

## Lockdown

- ◆ A process where the person(s) decide to **secure and hide in place**
- ◆ Is effective if the threat occurs outside the building and you can **LOCKOUT** the threat
- ◆ If you cannot Run, utilizing the Lockdown/Hide may be your best option

# How to Respond When an Active Shooter is in Your Vicinity

## RUN

- Attempt to evacuate the premises
- Have an escape route and plan in mind
- Evacuate regardless of whether others agree to follow
- Leave your belongings behind (Always keep your cellphone on you)
- Help others escape, if possible
- Prevent individuals from entering an area where the active shooter may be
- Call 911 when you are safe

# How to Respond When an Active Shooter is in Your Vicinity

## HIDE

If evacuation is not possible, find a place to hide where the active shooter is less likely to find you.

Your hiding place should:

- Be out of the active shooter's view
- Provide protection if shots are fired in your direction
- Not trap you or restrict your options for movement
- Separate yourself from others

To prevent an active shooter from entering:

- Lock the door
- Blockade the door with heavy furniture
- Use a door stop

COVER vs CONCEALMENT



# Hide Tools



Anchorman Tool



Nightlock



# How to Respond When an Active Shooter is in Your Vicinity

If the active shooter is nearby:

- Silence your cell phone and/or pager
- Turn off any source of noise (i.e., radios, televisions)
- Remain calm and quiet
- Dial 911, if possible, to alert police to the active shooter's location
- If you cannot speak, leave the line open and allow the dispatcher to listen
- Prepare to fight



# How to Respond When an Active Shooter is in Your Vicinity

## FIGHT

When your life is in imminent danger, attempt to disrupt and/or incapacitate the active shooter

- Find a weapon (Chair, Fire extinguisher, Metal coffee pot, etc...)
- Committing your plan to others
- Position yourself ready to strike
- Acting as aggressively as possible
- Yelling
- What if you are carrying concealed?



# When Law Enforcement Arrives

**Law enforcement's purpose is to stop the active shooter as soon as possible. Officers will proceed directly to the area in which the last shots were heard.**

- Officers may enter by themselves or in a group
- Officers may wear regular patrol uniforms or external bulletproof vests, Kevlar helmets, and other tactical equipment
- Officers may be armed with rifles, shotguns, handguns
- Officers may shout commands, and may push individuals to the ground for their safety

# When Law Enforcement Arrives

- Remain calm and follow officers' instructions
- YOUR HANDS
  - Show officers your empty hands
  - Don't point your cell phones at officers
  - Drop anything in your hand if confronted by an officer
- Avoid making quick movements toward officers or grabbing them
- 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



# When Law Enforcement Arrives

Information to provide to law enforcement:

- Location of the active shooter
- Number of shooters, if more than one
- Physical description of shooter/s
- Number and type of weapons held by the shooter/s

# When Law Enforcement Arrives

- Expect rescue teams comprised of additional officers and emergency medical personnel to follow the initial officers.
- These rescue teams will treat and remove any injured persons. You may be asked to help
- Once you have reached a safe location or an assembly point, you will likely be held in that area by law enforcement until the situation is under control, and all witnesses have been identified and questioned.
- Do not leave until law enforcement authorities have instructed you to do so.

# Emergency Action Plan

- Run, hide, fight is an emergency action plan or EAP
- The basis of all EAP's are
  - Realistic
  - Practice- Have it on a schedule
  - Updated on a regular basis/Flexibility

# Now the real work begins with YOU

Create an Emergency Action Plan (EAP)

## Components of an Emergency Action Plan (EAP)

Create a committee of employees who can create this plan, DO NOT place this on one employees shoulders.

EAP should include:

- How to move to a safe location
- How to communicate a the Danger or Threat
- Designate Safe Area's within the building
- Establish Medical supplies and training.



# Moving to a Safe Location

## Your EAP Evacuation Plan

Try and have the same rally points for any emergency. Plan for at least Two rally points. These should be at opposite sides of the building and need to consider hazards, like, open ground, bridges, tall buildings.

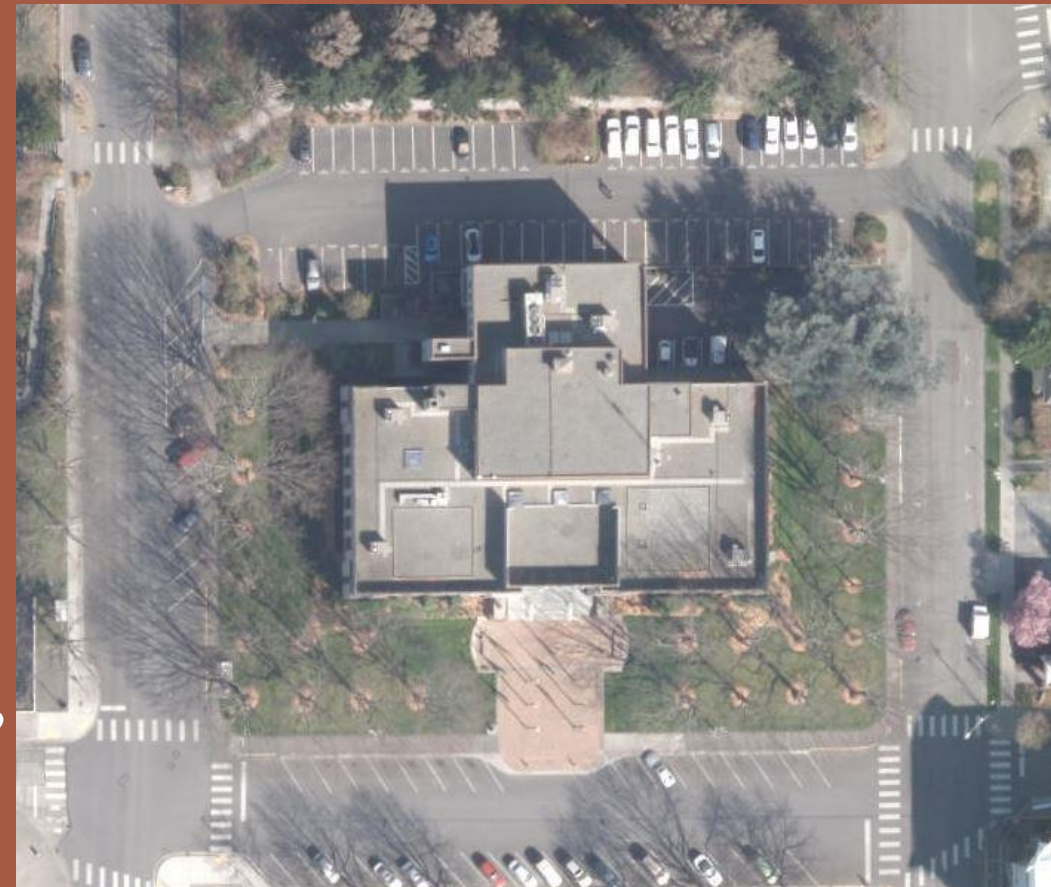
Have multiple escape routes planned (doors, windows)

Use these escape routes on a regular basis if possible

Recognize your hazards (subfloors, 2<sup>nd</sup> floors or greater)

If on a upper floor, are there more than one set of stairs?

Eric Osterkamp. SEJAK LLC



# Communicating the Threat

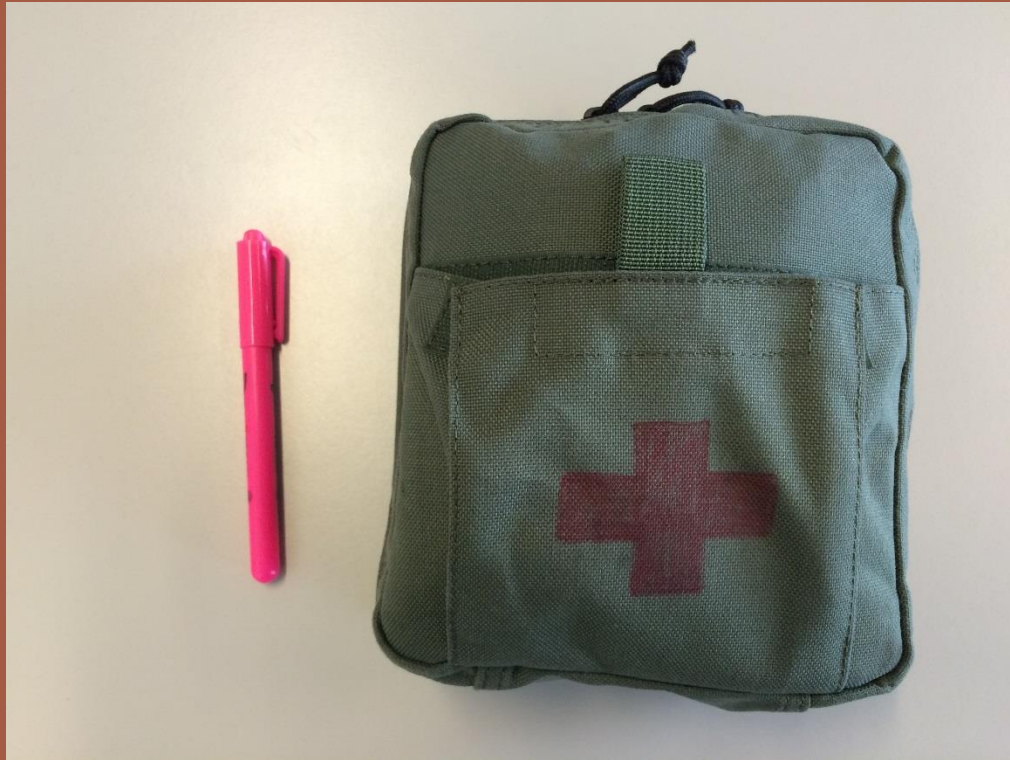
- How are you going to communicate this threat?
  - Employees
    - Texting, PA announcement, Screen Alert, Alarm
    - Have you thought about employees who aren't on site?
    - Utilize text or communication tree's to account for employees
  - Employees families
    - If you don't let them know they may come to scene and create confusion
    - Share reunification points with families, so they know where to go
    - Let employees know to make families aware that they are safe

# Designate Safe Area's

- Employees should all know safe area's at work
- Use the hide tools to ensure these area's are safe
- Know the limitations of these area's
- Consider window covering? Do you want people to see in? Can your people see out?



# Trauma/Crisis Kit



May want to include  
Flashlight  
Radio



# EAP Training

- Conduct mock or roundtable exercises during monthly or quarterly training
- Discuss your reaction to an Active Shooter, Earthquake or other Natural Disaster
- Talk about adopting the **SURVIVAL MIND SET** during times of crisis
  - I will make it through this, POSITIVE attitude
  - Learn to manage the stress of the situation
  - TRAIN TRAIN TRAIN

# Additional Ways to Prepare

## Facility Manager Responsibilities

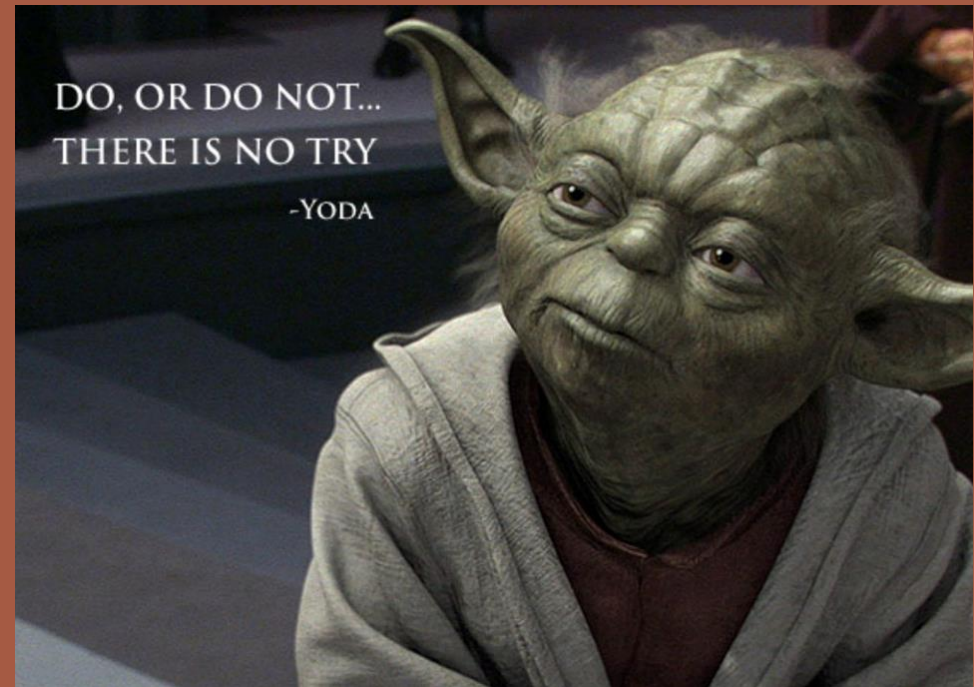
- Institute access controls (i.e., keys, security system pass codes)
- Distribute critical items to appropriate managers / employees, including:- Floor plans- Keys- Facility personnel lists and telephone numbers
- Assemble CRISIS KITS
  - radios, first aid kits, flashlights, window breaking tool
- Place removable floor plans near entrances and exits for emergency responders



# Reactions of Managers During an Active Shooter Situation

Employees and customers are likely to follow the lead of managers during an emergency situation. During an emergency, managers should be familiar with their EAP, and be prepared to:

- Take immediate action
- Remain calm
- Lock and barricade doors
- Evacuate staff and customers via a preplanned evacuation route to a safe area





# Recognizing Potential Workplace Violence

- An active shooter in your workplace may be a **current** or **former** employee, or an **acquaintance** of a current or former employee.
- Intuitive managers and coworkers may notice characteristics of potentially violent behavior in an employee.
- Alert your Human Resources Department if you believe an employee or coworker exhibits potentially violent behavior.
- Establish a Wellness Committee. This group will help establish both mental and physical ways to stay healthy.

# Indicators of Potential Violence by an Employee

Potentially violent behaviors by an employee **may include** one or more of the following:

- Increased use of alcohol and/or illegal drugs
  - **Unexplained increase in absenteeism; vague physical complaints**
- Noticeable decrease in attention to appearance and hygiene
  - **Depression / withdrawal**
- Resistance and overreaction to changes in policy and procedures
  - **Repeated violations of company policies**
- Increased severe mood swings
  - **Noticeably unstable, emotional responses**
- Explosive outbursts of anger or rage without provocation
  - **Suicidal; comments about “putting things in order”**
- Behavior which is suspect of paranoia, “Everybody is against me”

# Indicators of Potential Violence by an Employee

## Cont.

- Increasingly talks of problems at home
- Escalation of domestic problems into the workplace; talk of severe financial problems
- Talk of previous incidents of violence
- Empathy with individuals committing violence
- Increase in unsolicited comments about firearms, other dangerous weapons and violent crimes

# Managing the Consequences of an Active Shooter Situation

**After the active shooter has been incapacitated and is no longer a threat, management will be asked to assist officers in:**

- An accounting of all individuals at a designated assembly point to determine who, if anyone, is missing and potentially injured
- Determining a method for notifying families of individuals affected by the active shooter, including notification of any casualties
- Assessing the psychological state of individuals at the scene, and referring them to health care specialists accordingly
- Identifying and filling any critical personnel or operational gaps left in the organization as a result of the active shooter

# Resources

## Medical

North American Rescue

<https://www.narescue.com/>

The EMS Store

<http://www.theemsstore.com/store/category.aspx>

Conterra

<https://www.conterra-inc.com/>

## Training

Bellingham Police

<https://www.cob.org/gov/dept/police>

Bellingham Fire Department

<https://www.cob.org/gov/dept/fire>

Whatcom Emergency Management

<http://www.whatcomcounty.us/201/Emergency-Management>

Whatcom Dispute Resolution Center

<https://www.whatcomdrc.org/>

## Documents

FBI Active Shooter Guide for Businesses

FBI Developing Emergency Operations Plans

Department of Homeland Security  
Active Shooter Preparedness



<http://www.cob.org/gov/dept/police>

Bellingham Police  
505 Grand Avenue  
Bellingham, WA 98225