



Active Shooter

HOW TO RESPOND

Introductory Video

<https://youtu.be/aHlIPBt868E>

Purpose

- ▶ The purpose of this training is to familiarize yourself with the basic knowledge and best practices needed to survive an Active Shooter Event.

Definition of an Active Shooter

- ▶ An Active Shooter is an individual actively engaged in killing or attempting to kill people in a populated area; in most cases, active shooters use firearms(s) and there is no pattern or method to their selection of victims. Active shooter situations are unpredictable and evolve quickly. Typically, the immediate deployment of law enforcement is required to stop the shooting and mitigate harm to victims.
- ▶ Because active shooter situations are often over within 10 to 15 minutes, before law enforcement arrives on the scene, individuals must be prepared both mentally and physically to deal with an active shooter situation.

Active Shooter Incidents by Industry

- ▶ Commerce: 45.6 %
- ▶ Education: 24.4 %
- ▶ Government: 10 %
- ▶ Open Space: 9.4 %
- ▶ Residences: 4.4%
- ▶ House of Worship: 3.8 %
- ▶ Health Care Facility: 2.5 %

Snapshot

The following characteristics of the 160 active shooter incidents identified between 2000 and 2013 are noted:

160

incidents occurred between 2000 and 2013

An average of

11.4

incidents occurred annually; with an increasing trend from 2000 to 2013.

1,043

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

486

were killed in 160 incidents

557

were wounded* in 160 incidents.

Recent Active shooter incidents

▶ 2011

- ▶ Oct 12 – Seal Beach, Ca
 - ▶ 8 killed
- ▶ July 22 – Oslo, Norway
 - ▶ 69 killed, 110 injured
- ▶ Jan 8 – Tuscon, Az
 - ▶ 6 Killed, 13 injured

▶ 2012

- ▶ Aug 5 - Oak Creek, Wi
 - ▶ 7 killed, 3 injured
- ▶ July 20 - Aurora, Co
 - ▶ 12 killed, 58 injured
- ▶ April 2 – Oakland, Ca
 - ▶ 7 killed

Recent Incidents con't:

- ▶ 2013:
- ▶ June 7, 2013- Santa Monica CA
- ▶ 5 killed, 5 injured
- ▶ September 15, 2013- Washington DC
- ▶ 13 killed, 8 injured (Navy Yard)

- ▶ 2014:
- ▶ January 4, 2014-Rock Falls, IL
- ▶ 2 killed, 2 injured
- ▶ April 3, 2014- Killeen, TX
- ▶ 4 killed , 16 Injured (Fort Hood)

Recent Incidents

- ▶ 2015
 - ▶ July 16, 2015- Chattanooga, TN
 - ▶ 6 killed, 2 injured (Recruiting Station)
- ▶ October 1, 2015, Roseburg, Ore
 - ▶ 10 killed, 9 injured (UCC)
- ▶ December 2, 2015 – San Bernardino, CA
 - ▶ 16 Killed, 19 injured

Recent Incidents

- ▶ 2016
 - ▶ June 12, 2016, - Orlando, FL
 - ▶ 50 killed, 49 injured (Night Club)
- ▶ 2017
 - ▶ November 14, 2017
 - ▶ 5 killed, 10 injured (school)

Mass Shootings in the United States

- ▶ Killing of 4 or more people in a shooting incident.
- ▶ 2015- 372
- ▶ 2016- 483
- ▶ 2017- 317

What does an Active Shooter Look Like

ACTIVE SHOOTER



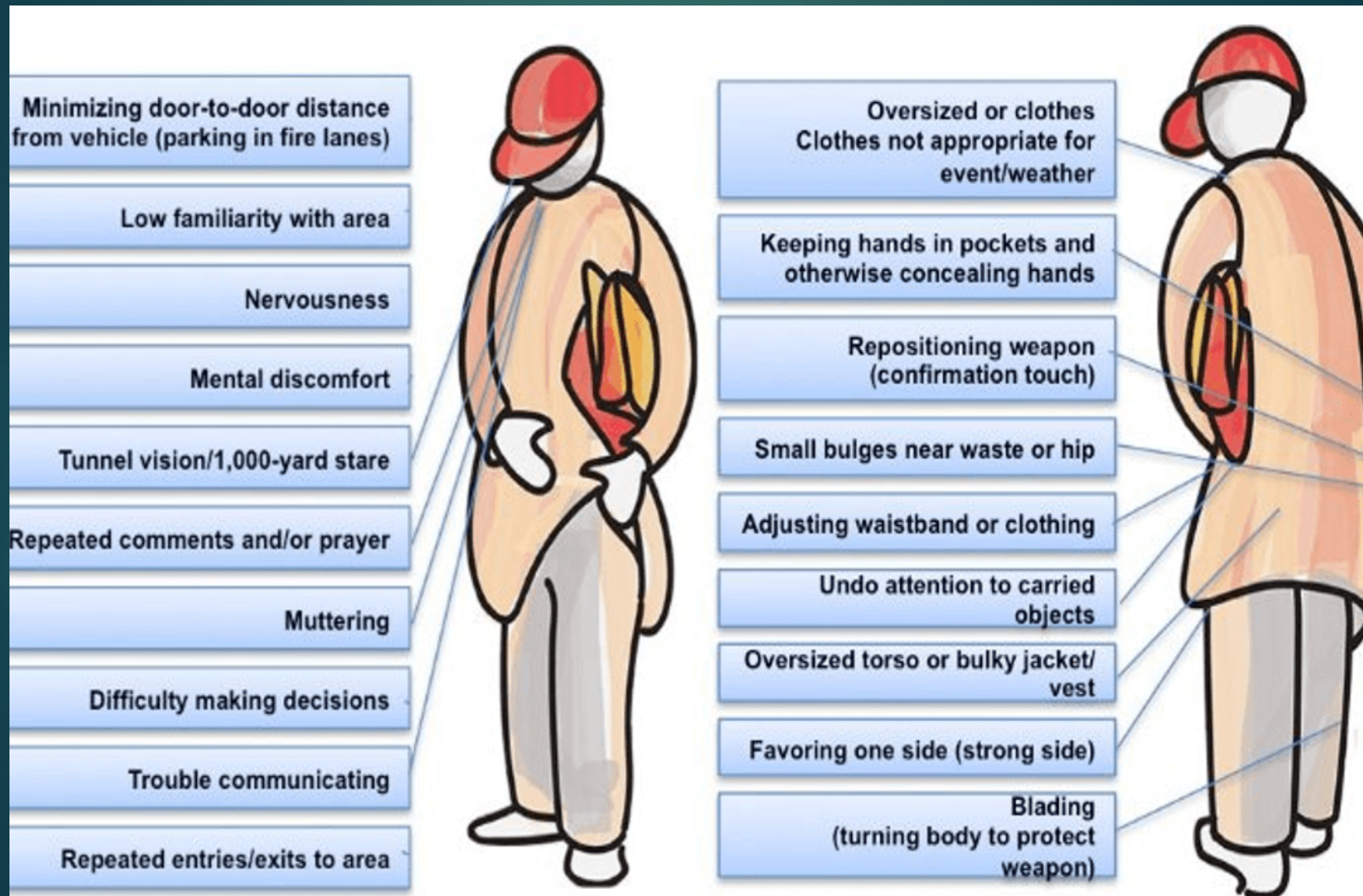
Identifying Behavioral Indicators not Physical Characteristics

- ▶ Pre attack indicators do not involve an assessment solely based on a persons appearance.
- ▶ A change in a persons behavior, work productivity, change in personal hygiene, irritability or merely a change in their normal routine can be signs of a significant change in their life that is causing stress and irrational thinking.
- ▶ While these are some examples, it does not immediately indicate pending violence.

Pre-Attack Indicators

- ▶ Active Shooters rarely have an exit strategy; they expect to die (suicide or suicide by cop) or be captured. Because the attack will be their first and last act of extreme violence, they will exhibit abnormal behavioral actions immediately before the attack. These behavioral actions will slightly deviate from baseline operations and may pose danger.
- ▶ Behavioral actions include overt actions and more subtle gestures. It's important to note that these actions are almost always consistent with perfectly innocent explanations and do not automatically indicate danger. When the behavior is carefully and prudently explored and the person is determined not to be a danger, our intuition learns how to better distinguish future threats.

Pre Attack Indicators



“Run, Hide Fight” video

▶ <https://youtu.be/5VcSwejU2D0>

HOW TO RESPOND WHEN AN ACTIVE SHOOTER IS IN YOUR VICINITY

- ▶ Quickly determine the most reasonable way to protect your own life. Remember that employees and clients are likely to follow the lead of employees and managers during an active shooter situation.

Evacuate (Run)

- ▶ If there is an accessible escape path, attempt to evacuate the premises. Be sure to:
- ▶ Have an escape route and plan in mind
- ▶ Evacuate regardless of whether others agree to follow
- ▶ Leave your belongings behind
- ▶ Help others escape, if possible
- ▶ 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
- ▶ Call 911 when you are safe

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 (i.e., an office with a closed and locked door)
- ▶ Not trap you or restrict your options for movement
- ▶ To prevent an active shooter from entering your hiding place: Lock the door or blockade the door with heavy furniture.

Hide

- ▶ If the active shooter is nearby:
- ▶ Lock the door
- ▶ Silence your cell phone and/or pager
- ▶ Turn off any source of noise (i.e., radios, televisions)
- ▶ Hide behind large items (i.e., cabinets, desks)
- ▶ Remain quiet

Unable to Hide or Evacuate

- ▶ If evacuation and hiding out are not possible:
- ▶ Remain calm
- ▶ 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

Take action (Fight)

- ▶ As a last resort, and only when your life is in imminent danger, attempt to disrupt and/or incapacitate the active shooter by:
- ▶ Acting as aggressively as possible against him/her (overtaking the active shooter)
- ▶ Throwing items and improvising weapons
- ▶ Yelling
- ▶ Committing to your actions!!!

How your body will respond



Inverted U

INCREASE

- ▶ Blood pressure
- ▶ Pulse
- ▶ Heart rate
- ▶ Adrenaline
- ▶ Breathing

DECREASE

- ▶ Fine motor skills
- ▶ Dexterity
- ▶ Peripheral vision
- ▶ Depth perception
- ▶ Cognitive thinking

Decision Making

Hick's Law

- ▶ William Edmond Hick – British Psychologist
- ▶ Describes the time that it takes for an individual to make decisions as a result of the number of choices that he or she has.
- ▶ Increasing the number of choices will increase the amount of time that it will take to make a decision.

Action vs. Reaction

- ▶ Action is always faster
- ▶ Distance = Time
- ▶ Reactionary Gap
- ▶ Barrier usage

OODA Loop

- ▶ Lieutenant Colonel John Boyd
- ▶ United States Air Force pilot during the Korean War conflict
- ▶ Decision making process for strategic air combat (Dog fighting)
- ▶ Decision making process can be utilized for any activity

OODA Loop

▶ O_{bserve}

▶ O_{rient}

▶ D_{ecide}

▶ A_{ct}

Cover vs. Concealment



Cover vs. Concealment

COVER

- ▶ Offers ballistic protection.
- ▶ Ex: Large trees, packed earth, steel doors, engine blocks or wheels of vehicles.
- ▶ Limits your visibility.
- ▶ Always scan for your next point of cover.

CONCEALMENT

- ▶ Offers protection from observation.
- ▶ Ex: Foliage, vehicle doors, sheetrock walls, hollow core doors, netting or curtains.
- ▶ Does not offer ballistic protection.
- ▶ Assists your ability to observe.

HOW TO RESPOND 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 be by themselves or in teams of four (4)
- ▶ Officers may use pepper spray or tear gas to control the situation
- ▶ Officers may shout commands, and may push individuals to the ground for their safety.

Officers may wear regular patrol uniforms or external bulletproof vests, Kevlar helmets, and other tactical equipment

Tactical Team



Responding Officers



Officers may be armed with
rifles, shotguns, handguns



HOW TO RESPOND WHEN LAW ENFORCEMENT ARRIVES

- ▶ Officers may shout commands, and may push individuals to the ground for their safety.
- ▶ Remember, they are trying to eliminate the threat to civilians and approach will be aggressive.

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 holding 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.

How to react when law enforcement arrives



Information to provide to law enforcement or 911 operator

- ▶ 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
- ▶ Number of potential victims at the location.

Law Enforcement Response

- ▶ The first officers to arrive to the scene will not stop to help injured persons. 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. They may also call upon able-bodied individuals to assist in removing the wounded from the premises.

Law Enforcement Response

- ▶ 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.

TRAINING YOUR STAFF FOR AN ACTIVE SHOOTER SITUATION

- ▶ To best prepare your staff for an active shooter situation, create an Emergency Action Plan (EAP), and conduct training exercises. Together, the EAP and training exercises will prepare your staff to effectively respond and help minimize loss of life.

Create an Emergency Action Plan

- ▶ Create the EAP with input from several stakeholders including your human resources department, your training department (if one exists), facility owners / operators, your property manager, and local law enforcement and/or emergency responders. An effective EAP includes:
- ▶ A preferred method for reporting fires and other emergencies
- ▶ An evacuation policy and procedure
- ▶ Emergency escape procedures and route assignments (i.e., floor plans, safe areas)
- ▶ Contact information for, and responsibilities of individuals to be contacted under the EAP
- ▶ Information concerning local area hospitals (i.e., name, telephone number, and distance from your location)
- ▶ An emergency notification system to alert various parties of an emergency including: Individuals at remote locations within premises, local law enforcement, and local area hospitals.

Site Surveys

- ▶ Site Surveys will be part of the EAP for each facility.
- ▶ The site surveys will include a floor plan of each facility.

Training your Staff

- ▶ The most effective way to train your staff to respond to an active shooter situation is to conduct mock active shooter training exercises. Local law enforcement is an excellent resource in designing training exercises.
- ▶ Recognizing the sound of gunshots
- ▶ Reacting quickly when gunshots are heard and/or when a shooting is witnessed: Evacuating the area (Run), Shelter in Place (Hide) , (Fight) Acting against the shooter as a last resort.
- ▶ Calling 911!
- ▶ Reacting when law enforcement arrives
- ▶ Adopting the survival mind set during times of crisis

Facility Manager Responsibilities

- ▶ Institute access controls (i.e., keys, security system pass codes)
- ▶ Distribute critical items to appropriate managers / employees, including: Floor plans, Keys, FOBS, Facility personnel lists and telephone numbers
- ▶ Coordinate with the facility's security department to ensure the physical security of the location
- ▶ Assemble crisis kits containing: floor plans, staff roster, and staff emergency contact numbers, first aid kits, and flashlights.
- ▶ Place removable floor plans near entrances and exits for emergency responders
- ▶ Activate the emergency notification system when an emergency situation occurs

Assisting Individuals with Special Needs and/or Disabilities

- ▶ Ensure that EAPs, evacuation instructions and any other relevant information address to individuals with special needs and/or disabilities
- ▶ Your building should be handicap-accessible, in compliance with ADA requirements.

MANAGING THE CONSEQUENCES OF AN ACTIVE SHOOTER SITUATION

- ▶ After the active shooter has been incapacitated and is no longer a threat, human resources and/or management should engage in post-event assessments and activities, including:
- ▶ 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.

References

- ▶ Safety Guidelines for Armed Subjects, Active Shooter Situations, Indiana University Police Department, April 2007.
- ▶ Safety Tips & Guidelines Regarding Potential “Active Shooter” Incidents Occurring on Campus, University of California Police.
- ▶ Shots Fired, When Lightning Strikes (DVD), Center for Personal Protection and Safety, 2007.
- ▶ Workplace Violence Desk Reference, Security Management Group International, www.SMGICorp.com
- ▶ How to Plan for Workplace Emergencies and Evacuations, U.S. Department of Labor, Occupational Health and Safety Administration, OSHA 3088, 2001.

Questions?

- ▶ Sgt. Ron Koller, Bomb Squad
- ▶ Gloucester County Prosecutor's Office
- ▶ (856) 384-5605
- ▶ Investigator Victor Molinari, SWAT
- ▶ Gloucester County Sheriff's Department
- ▶ (856) 384-4691

