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.
SURVIVOR MINDSET

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 range from ages 11-21
- 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

Fort Hood, TX

- November 5, 2009
- Killeen, TX
- Maj Nidal Malik Hasan
- Killed 13/Wounded 30
- Shot by Civilian Police
- Radical Muslim/Anti-war
- Possible Links to 2 of the 9-11 Hijackers & Anwar al-Awlaki
ACTIVE SHOOTER INCIDENTS

Fort Bliss, Tx

- September 21, 2010
- Fort Bliss, TX
- Retired Army Sgt. Steven Kropf
- 1 Killed 1 wounded
- History of angry outbursts
- Motive still under investigation
- Shot and killed by army civilian police
ACTIVE SHOOTER INCIDENTS

Bill Phillips, 60 y/o
Trigger – E-mail Performance Review April 20, 2007
Johnson Space Center-Houston, TX
1 killed, 1 hostage, shooter suicide

• Company had no plan to terminate his employment
• Day of e-mail, bought .38 revolver and 20 hollow point bullets
• Quiet loner, job was his life
• 3 hour hostage situation
• Wrote on white board “People call me stupid.”
• Shot self when SWAT arrived
ACTIVE SHOOTER INCIDENTS

Omar Thornton, 34 y/o
Trigger – Job Termination for Stealing & Sense of Racial Prejudice at Work August 3, 2010
Hartford Distributors-Manchester, CT
8 killed, 2 injured, shooter suicide

- 2 Ruger SR9s
- 10 minute suicide call to mother; plus 911 call
- Girlfriend told police: “It was vengeance for racism.”
ACTIVE SHOOTER INCIDENTS

Seung-Hui Cho (sung-wee joh)

Trigger- mental Illness. April 16\textsuperscript{th}
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
Friday April 8th  Two killed in a murder suicide on Medina AFB Texas. Airman killed is 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)
## Active Shooter Incidents

### Active Shooter Incidents Since 1966

<table>
<thead>
<tr>
<th>Date</th>
<th>Location</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>
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<tr>
<td>December 7, 1993</td>
<td>Garden City NJ</td>
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<tr>
<td>June 20, 1994</td>
<td>Fairchild AFB</td>
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<tr>
<td>February 28th, 1997</td>
<td>North Hollywood LA</td>
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<tr>
<td>March 24, 1998</td>
<td>Jonesboro, AK</td>
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<tr>
<td>April 14, 2001</td>
<td>Eglin, IL</td>
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<tr>
<td>December 11, 2004</td>
<td>Columbus Ohio</td>
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<tr>
<td>March 12th, 2005</td>
<td>Brookfield, WI</td>
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<tr>
<td>January 30th, 2006</td>
<td>Goleta, CA</td>
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<tr>
<td>February 12, 2007</td>
<td>Salt Lake City Utah</td>
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<tr>
<td>April 16th, 2007</td>
<td>Virginia Tech</td>
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<tr>
<td>December 9th, 2007</td>
<td>Colorado Springs</td>
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<tr>
<td>February, 7th, 2008</td>
<td>Kirkwood MO</td>
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<td>March, 10th, 2009</td>
<td>Alabama</td>
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<td>March 29th, 2009</td>
<td>Carthage NC</td>
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<tr>
<td>April 3rd, 2009</td>
<td>Binghamton, NV</td>
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<td>August 4, 2009</td>
<td>Pittsburgh, PA</td>
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<td>November 5, 2009</td>
<td>Fort Hood</td>
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<td>March 2, 2011</td>
<td>Frankfurt Germany</td>
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<tr>
<td>April 20, 1999</td>
<td>Columbine High School</td>
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<tr>
<td>July 22, 2011</td>
<td>Norway</td>
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<tr>
<td>October 12, 2011</td>
<td>Seal Beach Ca</td>
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<tr>
<td>March 24, 2012</td>
<td>Kabul Afghanistan</td>
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<tr>
<td>May 30th, 2012</td>
<td>Oakland Ca</td>
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<tr>
<td>July 20th, 2012</td>
<td>Aurora CO</td>
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<tr>
<td>August 5th, 2012</td>
<td>Oak Creek WI</td>
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<tr>
<td>August 14th, 2012</td>
<td>College Station, TX</td>
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<tr>
<td>August 31st, 2012</td>
<td>Old Bridge NJ</td>
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<tr>
<td>September 6th, 2012</td>
<td>Carson City, NV</td>
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<tr>
<td>October 22, 2012</td>
<td>Brookfield WI</td>
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<tr>
<td>December 14th, 2012</td>
<td>Newton CT</td>
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</tbody>
</table>

- **2013**: 17 shootings

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

Over 45 Active Shooter events between 1997-2013 (16 year time frame).
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 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 IN THE WORKPLACE?

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
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 devices & Techniques

ALICE barricade

Barracuda intruder defense system

Nightlock

Bolt inside doors
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

GLASSES

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.
Administrative Practices:

**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 egress routes, emergency procedures, and applicable code words for different agencies
Administrative Practices:

Workplace Layout

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

**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
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
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

• Identifying 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).
Post Event Actions...

- To facilitate effective planning for future emergencies, reevaluate the EAP based on feedback provided in the 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
Additional Assistance

PLEASE CONTACT YOUR LOCAL LAW ENFORCEMENT AGENCY FOR INFORMATION MORE SPECIFIC TO YOUR AREA & FOR PLANNING DRILLS INCLUDING LAW ENFORCEMENT RESPONSE.