

# Active Threats

- You are the **FIRST RESPONDER**

“By failing to prepare, you are preparing to fail.”

”

BENJAMIN FRANKLIN

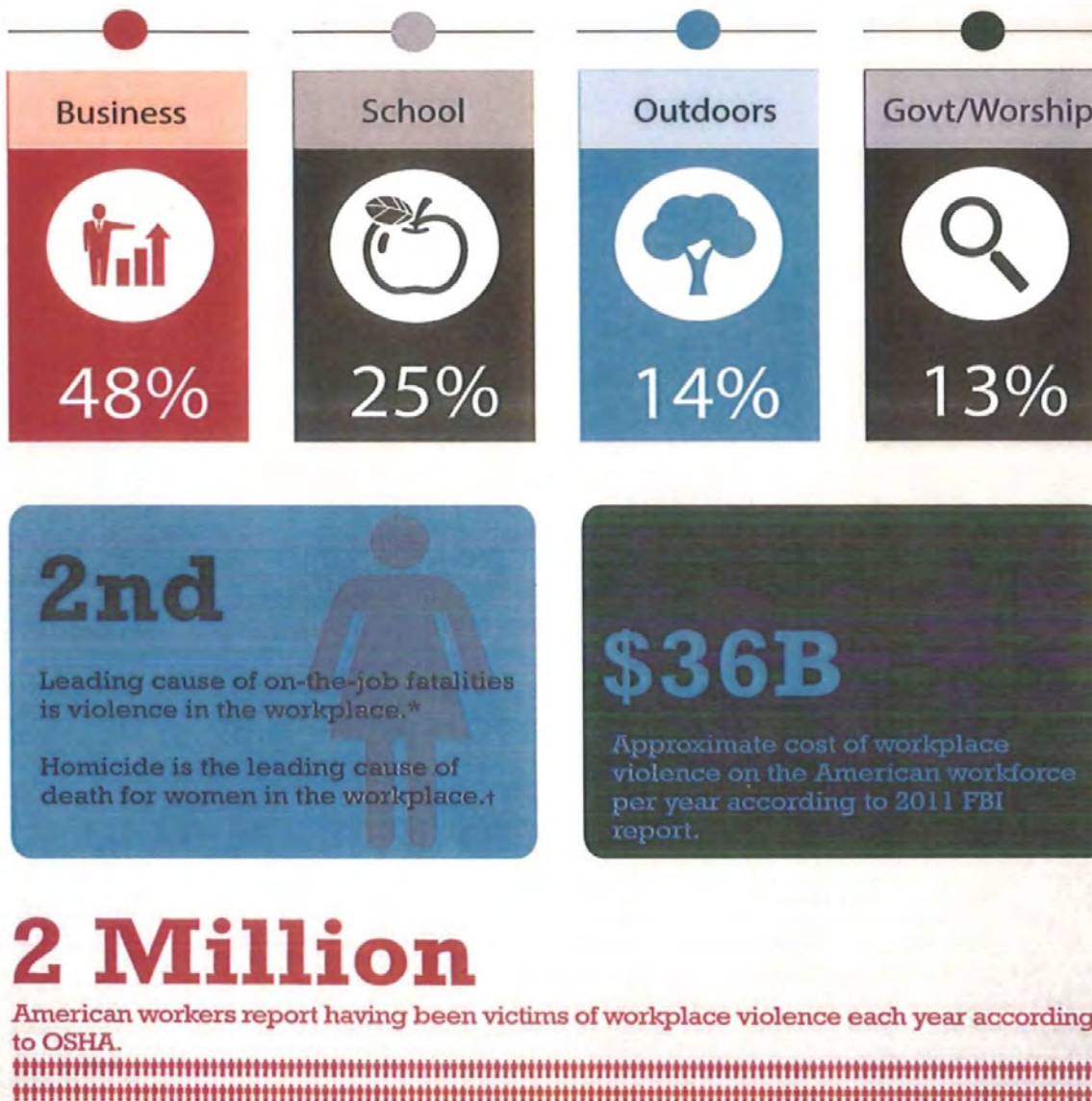
- You cannot rely solely upon response of police
- You must develop plans for protection of employees and visitors
- You need a recovery plan for the business or organization after an event

## Objectives

- ▶ Define “Active Threat or Shooter”
- ▶ Explain Why You and Your Workplace Should Prepare
- ▶ Ideas for Preparing for an Active Threat Incident
- ▶ Response options

## What is an “active threat or shooter”?

- ▶ an event at which an Individual(s) are actively engaged in killing or attempting to kill people in a confined and populated area
- ▶ 98 % of the time alone and usually there is no pattern or method to their selection of victims
- ▶ may be current or former employees; disgruntled customers; employee family members or random unknown persons
- ▶ 97% are male and between 35-44 years old;



- In 2014 there were 749 violent injuries by another person: 403 homicides | 307 shootings | 39 stabbings
  - #1 Cause of injury or death was transportation related

# Why Businesses should prepare

**1. It is the Law: OSHA General Duty Clause**  
5(a)(1) states employers will provide a place of employment which is, “free of recognized hazards that are causing or are likely to cause death or serious physical harm”

- Courts have held companies responsible for damages in these types of incidents for failure to train
  - Courts now consider active shooter situations as “recognizable hazards”

## 2. Potential Economic Loss in Form of:

- Lost Work Time
- Damaged Employee Morale and Productivity
- Medical Expenses
- Lawsuits and Liability Costs
- Negative Publicity

### 3. You are the “FIRST RESPONDER”:

Average duration of incident is 5 to 10 Minutes

An average of 1 shot every 15 sec. = 4 casualties/ min.

Casualties 1:1 kill to wounded

- **3 min.** for someone to call 911 = 12
- **30 sec.** for 911 to relay info to patrol = 2
- **1 min.-30 sec.** for patrol to arrive = 6
- **1 min.** for entry, search & locate threat = 4

**Totals: 6 min. = 24 Casualties**

- Resolution Statistics: 56% ended by shooter, suicide, stopped shooting or fled
  - 28% ended by police engagement
  - 13% ended by unarmed citizen intervention



# Preparing for an Active Shooter Incident

1. Creation of an Emergency Action Plan (EAP)
2. On-line Training
3. Mock Training Exercises

## Emergency Action Plan (EAP)

- ▶ Empowers employees to act or make decisions
- ▶ Plan should be “option based”
- ▶ Contains emergency escape procedures and route assignments (i.e., floor plans; safe areas; rally points)
- ▶ Notification system procedures (P.A.s; radios; phone aps; etc.)
- ▶ Post incident plans; family notifications; re-unification
- ▶ Emergency contacts and Phone Directory

## On-Line Training and Reference

- ▶ FEMA Class #IS-907 “Active Shooter: What you can Do”
- ▶ FEMA Class #IS-106.16 “Workplace Violence Awareness”
- ▶ Video: RUN. HIDE. FIGHT., by Ready Houston
- ▶ Active Shooter –How to Respond: U.S. Dept. of Homeland Security
- ▶ Work Place Violence, “Issues in Response”: FBI Critical Response Group
- ▶ ALICE Training Institute

## Training Exercises

- ▶ Conduct Realistic Mock Drills
- ▶ Train employees to recognize the sound of gunshots
- ▶ Train to how to react when gunshots are heard or a threat is witnessed
- ▶ Train how to react once law enforcement arrives
- ▶ Practice different responses

**NEVER Conduct Un-Announced Drills!!!!**

- Involve and notify local police
- Notify all of employees
- Never do unannounced active shooter training
- Secure training site
- Give experience of what its like to be in that situation to teach that it is a survivable event
  - Always leave a survivor
  - If you fail to train, you're training to fail


## Response Options

- ✓ **Location! Location! Location!** Your location and the location of the threat should dictate actions taken.
- ✓ Owners, managers, & supervisors will be looked to for guidance especially by new employees, visitors and/or customers.
- ✓ The following options should be dynamic, not static or linear.

- If you know threat is in building, then the threat is not outside building
- If you know threat is in your hall way, then running to the exit at that point may not be right choice
  - Use and send out information when possible | Be specific | No codes



RUN. HIDE. FIGHT.® Surviving an Active Shooter Event  
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“ In a moment of decision, the best thing you can do is the right thing. The next best thing is the wrong thing. The worst thing you can do is nothing. ”

- THEODORE ROOSEVELT

## Information to provide 911

Once at a safe location and you are able to call 911, provide the following information:

1. Exact location of active shooter or threat
2. Number of active shooters
3. Physical description
4. Type of weapon being used (i.e. handgun, rifle, knife)
5. Number of potential victims at location



## Law Enforcement Response

- May arrive in numbers of 1 to 4 officers
- May be dressed in different uniforms or in civilian clothes
- Will enter location quickly
- Main goal is to find and neutralize the threat
- May shout commands and may push people to the ground if necessary
- Will ignore or pass over wounded until threat is neutralized

## How to react once Law enforcement arrives

- 1) Remain calm and follow instructions
- 2) Drop any items you are holding (bags, phones, coats)
- 3) Raise hands and spread fingers
- 4) Avoid pointing screaming or yelling
- 5) Do not ask questions. Proceed in direction from which officers are entering premise or area
- 6) Do not grab or hold on to them

- Mobile phone to ear looks like a gun to the head
- Pointing could be mistaken as a gun being pointed
- Hands-high gives officers view of hands and waist line
- Do not to pick up found firearms

## Option #1: Evacuate (**RUN**)

- ✓ When there is a safe escape path, Evacuate!
- ✓ Have a escape route in mind (exits?)
- ✓ Leave belongings behind
- ✓ Evacuate regardless whether others follow

- Preferred course of action removes potential targets from scene
  - Consider employees with disabilities
  - Have set rally points
  - Keep others from entering premise

## Option #2: Lock Down, Hide & Barricade

- ❑ Hide out of shooter's view
- ❑ Lock doors and block entry with heavy items (desks, chairs, cabinets, etc.)
- ❑ Do not trap yourself or restrict options for movement or escape
- ❑ Remain quiet

- Spread out in room and don't huddle
- Look for alternate escape routes (windows)
  - Don't open door for anyone
  - Consider colleague may be taken hostage
- Police will let you out or inform you when safe
- Concealment versus Cover

## Option # 3: Take Action & Fight

- Take action only as a last resort & you are in imminent danger
- Improvise weapons, throw items and yell
- Attempt to incapacitate the threat
- Act with physical aggression
- **Be committed to your actions & survival!!!**

- Interrupt shooters process of shooting accurately with visual distractions
  - Swarm shooter and use fire extinguishers, books, vases
- Just because you are shot does not mean you are out of fight or going to die!!!

# REFERENCES

- ▶ Work Place Violence; "Issues In Response": Critical Incident Response Group; Federal Bureau of Investigations, SA Eugene Rugala 2013
- ▶ ACTIVE SHOOTER-HOW TO RESPOND: U.S. Department of Homeland Security October 2008
- ▶ Active Shooter: What You Can Do: IS-907 Federal Emergency Management Agency (FEMA) Instructors Guide, March 2012
- ▶ The ALICE Training Institute
- ▶ RUN.HIDE.FIGHT: Video Ready Houston, City of Huston 2012