TRUE
BLUE
The Basics About Active Shooters
Active Shooter Incidents in the United States in 2016 and 2017
Large Casualty Shootings

- The highest number of casualties (58 killed and 489 wounded) occurred during the Route 91 Harvest Festival in Las Vegas, Nevada, in 2017.
- The second highest number of casualties (49 killed and 53 wounded) occurred at Pulse, a nightclub in Orlando, Florida, in 2016.
- The third highest number of casualties (26 killed and 20 wounded) occurred at the First Baptist Church in Sutherland Springs, Texas, in 2017.
2016/2017 – by the numbers

- 20 incidents occurred in 2016, 30 in 2017
- 943 casualties* (221 killed, 722 wounded)
- 13 law enforcement officers killed
- 20 incidents met “mass killing” definition, in which three or more people are killed
- In all 50 incidents, the shooter was male
- 3 wore body armor
- 13 shooters committed suicide
- 11 shooters killed by police
- 8 shooters stopped by citizens
- 18 shooters apprehended by police

*Excludes shooter
Locations

- Business environments open to the public
Locations

Educational environments

- 2 – Elementary School
- 1 – Junior/Senior High School
- 4 – High Schools
Open Space locations
Other Locations

Government properties – 3
Residences – 2
Houses of worship – 2
Health care facilities – 4
Public transportation (bus) – 1
Conclusions from DOJ Reports

- All 50 incidents were **single-shooter**
- All shooters were **male**
- Shooter ages ranged from 14 – 66
- No active shooter incidents took place at institutions of higher education or on military property in 2016/2017
- Armed and unarmed citizens engaged the shooter in 10 incidents. They safely and successfully ended the shootings in eight of those incidents. Their selfless actions likely saved many lives.
The Active Shooter Defined

- An “Active Shooter” is an individual engaged in killing or attempting to kill people in a confined and populated area.
- In most cases, active shooters use handguns.
An Active Shooter Expects to Die

- Not concerned with dying so has nothing to lose
- Moves throughout a building or area until either:
  - Stopped by police
  - Commits suicide
    - Self
    - Suicide by cop
  - Stopped by others
Mentality of An Active Shooter

- Active shooter’s intent is to kill and injure
- This necessitated a change in tactics by law enforcement
- Losses can be mitigated with a survival mindset comprised of three components:
  - Awareness
  - Preparation
  - Rehearsal
- Bottom line: you need to take direct responsibility for your personal safety and security
Survival Mindset: Awareness

- Gain a basic understanding of situation
- Become attuned to work environment
- Predetermined mindset will help you take rapid, effective actions
Survival Mindset: Preparation

- Look at your work environment through the lens of survival
- “What if” questions are critical in developing effective response strategies
- Survivors prepare themselves both mentally and emotionally to do whatever it takes to survive
Survival Mindset: Rehearsal

- Mentally or physically practicing your plan which will reduce response time and build confidence
- A survival inoculation
Course of Action

- Get out, if safe, is there a path of escape?
- Move quickly; don’t wait for others to validate your decision
- Leave belongings behind
- Survival chances increase if you are not where shooter is – go where he can’t see you
Course of Action

- *If you can’t get out*, secure the immediate area “hide out” – whether classroom, office, or bathroom
  - Lock the door. This may require advanced planning to ensure ability to lock the door (key and type of lock)
  - Most doors in office buildings are solid core, and many walls are block and brick. This may provide some protection
Course of Action

- Block/barricade the door using whatever is available – desks, file cabinets, books, other furniture
- If the shooter enters your room and leaves, lock/barricade the door behind him
- If safe, allow others to seek refuge with you
- If two or more of you, DO NOT huddle together
Course of Action

- Close blinds
  - Block windows
  - Turn off electronics (TV, radio, etc.)
  - Dim or face computer monitors away from windows or doors
  - Silence cell phones (put on vibrate)
  - Place signs in exterior windows to identify the location of injured persons
  - Keep occupants calm and quiet
  - After securing the room, people should be positioned out of sight and behind items that might offer additional protection – walls, desks, file cabinets, etc.
  - Stay low – reduce your profile
  - Remain calm – it can have a contagious effect on others
  - Keep others focused on survival
Course of Action

- You must assume the shooter’s intentions are lethal.
- If there is no other option, “take out” the shooter – this is a last resort.
- You must be prepared to do whatever is necessary to neutralize the threat.
- You’ll need to become more aggressive than you ever thought possible.
- Develop a survival mindset that you have “what it takes” to survive when your life is on the line.
Chance of survival may be greater if you incapacitate the shooter, but consider:

- How many shooters are there?
- How many of you are there?
- How many of you will commit to an attack?
- What objects do you have available to disable the person?
- Do any of you have military training or experience handling firearms?
- Does the group have a plan?
- Are your odds good?
If You Decide to Fight

- Never attempt to wrestle a gun away from someone pointing it at you
- The closer you are to the shooter, the better the chances of overcoming them
- Chance of survival is greater when you:
  - Are behind or out of vision of shooter
  - Incapacitate the shooter
  - Improvise a weapon
  - Throw heavy, blunt or sharp object
  - Hit shooter with something heavy
  - Use cart to shove them down or door open
  - Jump on them
  - Stab them with letter opener, scissors, or Exacto knife
When Your Decision is to Mass Attack

- Use the code if you know victims, or try to preplan during earliest opportunity
- Opportunity may be obvious to incapacitate and overcome shooter
- Go for the gun if you are not in the line of fire
- Try to knock them down & then:
  - Try to get on them
  - Go for hands, eyes, personals
  - You MUST commit 100%
Un-securing the area

- The shooter will not stop until his objectives have been met, unless engaged by law enforcement or others.
- Consider the risk exposure created by opening the door.
- Attempts to rescue people should only be made if that can be done without further endangering the persons inside a secured area.
- The shooter may bang on the door and yell for help to entice you to open the door.
- Remember the safety of the masses versus the safety of a few.
- If there is any doubt to the safety of the individuals inside the room, the area needs to remain secured.
- During the Virginia Tech shootings, people who took refuge in locked rooms were badly frightened by gunfire and the general commotion, but all of them survived.
If You are In the Line of Fire

- You have two choices if shooter is at close range: **fight** or **comply**
- We do not know how you will or should respond
- How you respond will be based on:
  - The actual situation and what is possible,
  - How many of you/they there are
  - Your personality/background
  - Victim camaraderie
  - Feelings of moral responsibility
- It is your choice but keep in mind it will take time for police to arrive, assemble, and enter
- **Your life is on the line**
Unsecured Areas

- If you find yourself in an open area, immediately seek protection
- Put something between you and the shooter
- Is escape your best option? Do you know where the shooter is? Is escape immediately available?
- Administrators, do you know your building plans?
- If in doubt, find a safe area and secure it the best way you can
Contacting Emergency Personnel

- Emergency 9–1–1
  - 9–1–1 may be overwhelmed
    - Busy signal
    - Multiple rings
- If you cannot speak to a 9–1–1 dispatcher, just leave the line open for the dispatcher to listen in
- They are trained to do this
What to Report

- Your specific location
  - Building name
    - Office/classroom number
- Number of people at your specific location
- Injuries
  - Number of people injured
  - Type of injuries
What to Report

- Assailant’s:
  - Specific location
  - Number of assailant’s
  - Race, gender, approx. age
  - Clothing color and style
  - Physical features – height, weight, facial hair, glasses
  - Type of weapons (rifle/shotgun, handgun)
  - Backpack
  - Do you recognize the shooter? What’s his name?
  - Have you heard explosions separate from gunshots?
Your Response

- Treat the injured
  - Remember basic first aid
  - For bleeding, apply pressure and elevate

- Be creative in identifying items to use for this purpose – clothing, paper towels, feminine hygiene products, newspapers, etc.
Law Enforcement Objective

- Law enforcement will immediately respond to the area
- Law enforcement’s goal is to locate, contain, and stop the shooter
- The safest place for you to be is inside a secure room
- The shooter will not flee when law enforcement enters the building, instead he will have additional targets to shoot
- Remember the shooter’s mindset is not escape. Their goal is to kill and injure
Law Enforcement Responders

- When law enforcement officers enter the room, do not present a threat to them
- Do not point at them or the shooter
- Do not make quick movements
- Do not run towards them or attempt to hug them
- Do not scream or yell
Evacuation
- Safety corridors will be established. This may be time consuming
- Remain in secure areas until instructed otherwise
- You may have weapons pointed in your direction
- You may be instructed to keep your hands on your head
- You may be searched and handcuffed
- You will be escorted out of the building by law enforcement personnel
Law Enforcement Response

- Injured persons
  - Initial responding officers will not treat injured or begin evacuation until the threat is neutralized or the area is secure.
  - You may need to explain this to others in an attempt to calm them.
  - Once shooter is contained, officers will begin treatment and evacuation.
What this means for our schools...

Handwritten rhymes for unthinkable times

Lockdown, Lockdown
Lock the door

Shut the lights off
Say no more

Go behind the desk
and hide
Wait until it's safe inside.

Lockdown, Lockdown
It's all done
Now it's time to have some fun!
Lockdown shades, made with love

Pinterest and Etsy are loaded with examples of crafty handmade lockdown shades, sewn in cheery fabrics with ribbon or Velcro ties. Though they look decorative, these shades are meant to be deployed as one of the final lines of defense between a classroom of children and a violent intruder.
Sweet treats for bitter realities

The words "lollipop" and "lockdown" don't seem like they should go together. But then again, neither should the words "school" and "shooting." Kristen Hewitt is a mom of two who lives near Fort Lauderdale, a short drive away from Parkland. She created "Lollipops for Lockdown" after February's tragedy. She got the idea of collecting and distributing lollipops after reading about a teacher who used them to keep her young students calm through lockdown drills.
A definitive plan should be aimed at managing active shooter incidents as well as other violent or concerning workplace situations. Key components of an emergency action plan should include the following:

- **Knowing who is where and when** — You cannot protect your employees if you do not know where they are. Developing a system which lets you know who is in the building at all times is not just about tracking employees, but it is also about enhancing accountability in the event of an unexpected emergency situation.
Creating evacuation and shelter-in-place plans -- In some cases, evacuation is the best course of action. In others, remaining indoors offers a better form of refuge. Depending on the specifics of the situation, your crisis management team plays a vital role in determining which is the best scenario.
Create an Emergency Action Plan

- Designating safe assembly points -- Where will your employees go in the case of evacuation? Making sure everyone gets safely out of the building is only one part of the evacuation process.

- Establishing a predetermined assembly point along with an organized check-in process upon arrival ensures that employees are both accounted for and available to receive future instructions.
Create an Emergency Action Plan

- Document everything -- Can you really expect all of your employees to remember the specifics of your emergency communication plan under pressure or duress?

- Taking the time to document everything is not only valuable at the moment of a crisis, but it is also a significant part of preparing all employees in advance, as well as reviewing what worked and what did not work following drills and real-life events.
Summary

- **Active Shooter**
  - You should take a leadership role
  - “Get out”
  - “Hide out” seek secure area
  - Calm, reassure, and quiet others
  - Report the incident
  - Treat injured
  - “Keep out”
  - “Take out”
  - Creating Action Plans
Run, Hide, Fight
Dealing with Volatile Situations Before They Become Violent Situations
Workplace Violence
Workplace Violence

Defined:

❖ Violent acts, including physical assaults and threats of assault, directed toward persons at work or on duty.
Is This Workplace Violence?
About one million workers are assaulted annually in US workplaces:

❖ Most of these are in service settings.
❖ Homicide is the second leading cause of occupational injury deaths, followed by motor–vehicle deaths.

A Detroit hospital began screening with handheld metal detectors and collected 33 handguns, 1,324 knives, and 97 mace type sprays during a six–month period.

Your necklace, chain, scarf, or necktie can pose a strangulation hazard when there is violence in the workplace.
Types of Violence

- Beatings
- Stabbings
- Suicides
- Shootings
- Near suicides
- Being followed, sworn, or shouted at
- Threats or obscene phone calls
- Intimidation

- Harassment of any nature
- Rapes
- Psychological traumas
Types of Workplace Violence

Violence by:

- Strangers
- Customers or clients
- Coworkers
- Personal relations
Statistics

- Most common – simple assaults
  - 2 million a year (Source: OSHA)
- Aggravated assaults – 396,000
- Rapes and sexual assaults – 51,000
- Robberies – 84,000
- Homicides – nearly 1,000 (403 in 2014, 397 in 2013)
Statistics

- Economic impact of workplace violence
  - Cost 500,000 employees 1,175,100 lost work days each year
  - Lost wages: $55 million annually
  - Lost productivity, legal expenses, property damage, diminished public image, increased security $$ billions $$

Creating Safe Workplaces 10/10/2018
Statistics by Industry Type

- *Injury Facts 2016* lists data for workplace violence–related deaths, and injuries resulting in days off of work, across various occupations. Here are some statistics for 2013:
  - Government: 37,110 injuries, 128 deaths
  - Education and health services: 22,590 injuries, 35 deaths
  - Professional and Business Services: 4,460 injuries, 65 deaths
  - Retail: 2,680 injuries, 127 deaths
  - Leisure and hospitality: 2,380 injuries, 107 deaths
  - Financial activities: 1,100 injuries, 37 deaths
  - Transportation and warehousing: 840 injuries, 71 deaths
  - Construction: 680 injuries, 36 deaths
  - Manufacturing: 570 injuries, 36 deaths
Statistics

- Average incident resulted in at least one day away from work with a median of five days away
- Annually – more than $16 million in lost wages
Homicide Statistics

- Second leading cause of death on the job
- Leading cause of workplace death among females
- Men are three–times higher risk of becoming victims of workplace homicide than women
Homicide Statistics

- 76 percent of all workplace homicides are committed with a firearm
- 71 percent of all workplace homicides are robbery–related crimes
  - 9 percent committed by coworkers or former coworkers
- Majority are believed to occur among people who do not know each other
Risk Factors

- Interacting with the public
- Exchanging money
- Delivering services or goods
- Working late at night or early in the morning
- Working alone
- Guarding valuables or property
Risk Factors

- Dealing with violent people or volatile situations
- Mobile workplace (taxicab or police cruiser)
- Working in high crime areas
- Working in community-based settings
Risk Factors

- Prevalence of weapons
- Increasing number of acute and chronically mentally ill patients being released from hospitals without follow-up care
- Availability of drugs or money at healthcare facilities – likely robbery target
Risk Factors

- Highly stressed workforce
- “Imminent reorganization”
- Chronic labor/management disputes
- Excessive number of grievances
- Excessive number of workers’ compensation claims
- Authoritarian management approach
- Lack of policies, procedures
Sources of Violence

- Criminal activity
- Customer, client, patient, or persons associated with employee
- Co-worker, ex-employee or domestic partner of co-worker
Prevention Strategies for Minimizing Risk

- Cash handling policies
- Physical separation of workers from customers
- Good lighting
- Security devices
- Escort services
- Employee training
Security Devices

- Closed-circuit cameras
- Alarms
- Two-way mirrors
- Card-key access systems
- Panic-bar doors, locked from the outside
- Trouble lights or alarms – indicate a need for assistance
Long-Term Issues to Address Violence

- Education
- Poverty
- Environmental Justice
Meanwhile...

- Develop policies and procedures to track and assess threats
- Establish a zero tolerance policy of any violent acts
- Provide a method to report incidents
Recommendations

- Written violence prevention program
  - Management commitment and employee involvement
  - Written program elements
- Worksite analysis
  - Analyze past experiences
  - Investigate incidents
  - Audit workplace safety and security
Workplace Violence?

Creating Safe Workplaces 10/10/2018
OSHA Suggests…

- Training and Education
  - General awareness for all employees
  - Specialized training for supervisors, security, and high risk employees

- Recordkeeping & Program Evaluation
  - Recordkeeping
  - Quality assurance strategies
Security vs. Open-door policies
Pre-employment screening or testing
Employee understanding of concealed weapon laws
Privacy issues
  - Domestic relationships
  - Mental status (depression, suicidal, etc.)
Employer’s duty to protect worker
Develop Systems For:

- Documenting incidents
- Procedures to follow in the event of an incident
- Open communication between employees and employers
Early Warning Signs

- Highly stressed individual
- Negative and recent change in behavior
- Frequent disputes with supervisor
- Routine violation of organization’s policies
- Increased absenteeism
- Obsessive behavior
Early Warning Signs

- Substance abuse
- Depression/suicidal
- Isolation from others
- Emotional outburst out of the ordinary
- Verbal threats or threatening body language

*One or two of these do not necessarily indicate early warning of violence*
For The Control of Violence

1. Set up a multi-disciplinary “violence control” team
2. Perform a needs assessment
3. Evaluate policy and procedure
4. Develop emergency plans
5. Train staff to appropriate level & drill
6. Set up “early warning” system
7. Test the system and adjust
Anxiety-Free Reporting System

- Educate employees regarding the need for a system
- Have employees tell you what they need to make a system work
- Train employees in the details of the system
Prevention

- There is no specific answer or cure for preventing workplace violence.
- There is no way to predict human behavior. The best we can do is to identify any problems early on and prepare a response for them.
Prevention Techniques

- Remove yourself from violent situations
- Always be aware of your surroundings
- As much physical separation as possible
- Maintain visibility
- Proper lighting
- Report outside threats
Workplace Violence
Workplace Violence

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How was that seminar on Workplace Violence?

Good.

So tell me something that you learned.

Well, you should be alert for suspicious behavior.

Like what?
Questions??