

ACTIVE SHOOTER / VIOLENT INTRUDER RESPONSE TRAINING



This Training will...

▶ **Build a foundational awareness**

- Address the fact that **violence can be difficult** to talk about.
- Discuss **what we know about violent individuals** and related behavior.
- Teach you to **recognize a threat** so you can mentally prepare for such an event.
- Prepare you to **take action** once a threat is recognized (ex: Cascade Mall)

▶ **Create an Emergency Action Plan.**

- Preparation – What to do. Where to go. How to do it.
- Prevention – How to recognize potential workplace violence.

▶ Allow you to **Assess your current state** and **identify areas to improve**

▶ **Encourage open and honest communication** with the goal of improvement

Building the Foundational Awareness

Why are we uncomfortable discussing violence?

- ▶ We live in a society where we are **generally insulated from violence**
 - The freedoms we enjoy in this country are protected by the military.
 - If there's an issue or confrontation in your daily life you can call 911.
- ▶ In our culture we view **violence as rude and/or inappropriate**
 - "Violence never solves anything."
 - Violent acts (even good ones?) tend to be punished.
- ▶ Honestly, **you can avoid this conversation** and *probably* be OK.

Who are you?

▶ **Sheep**

- Kind, gentle people who are generally not capable of hurting each other.
- They live in denial that bad (evil) things could happen to them.

▶ **Wolves**

- Capacity for violence and no empathy for other people.

▶ **Sheepdogs**

- Those who have the gift of aggression and deep love for fellow human beings.
- Individuals who want to live in peace, but are ready to confront the wolf.

Move up the Continuum

This business of being a sheep or a sheepdog is not a yes-no dichotomy. It is not an all-or-nothing, either-or choice. It is a matter of degrees, a continuum. On one end is an abject, head-in-the-grass sheep and on the other end is the ultimate warrior. Few people exist completely on one end or the other. Most of us live somewhere in between... **The degree to which you move up that continuum, away from shephood and denial, is the degree to which you and your loved ones will survive, physically and psychologically at your moment of truth.**

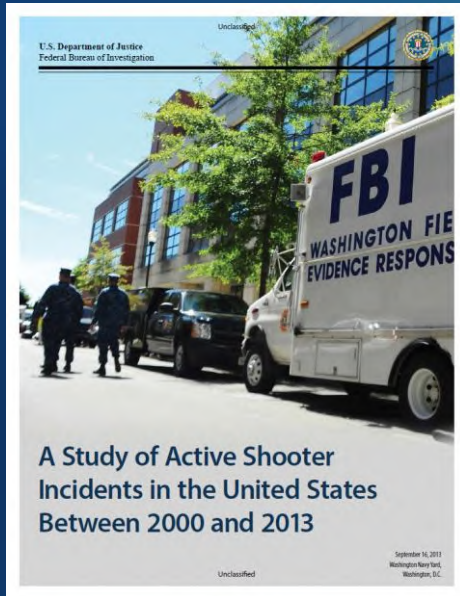
Predictable is Preventable

Lifetime ODDs of dying from specific cause in the United States

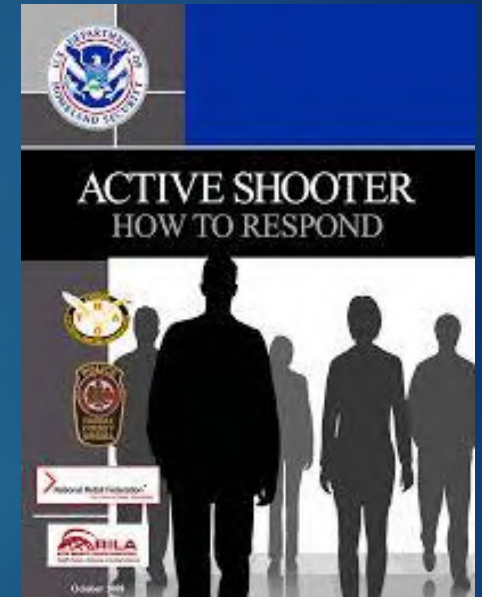
- ▶ **Heart Disease = 1 in 7**. We try to prevent this by eating healthy and exercise.
- ▶ **Motor Vehicle Accidents = 1 in 113**. We drive safe, buy safe cars, wear our seatbelts.
- ▶ **Pedestrian deaths = 1 in 672**. We stay alert and look both ways before crossing a street.
- ▶ **Fire Related deaths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

How do we prepare for violent acts? **It starts with education and preparation.**

Where did we get our information?



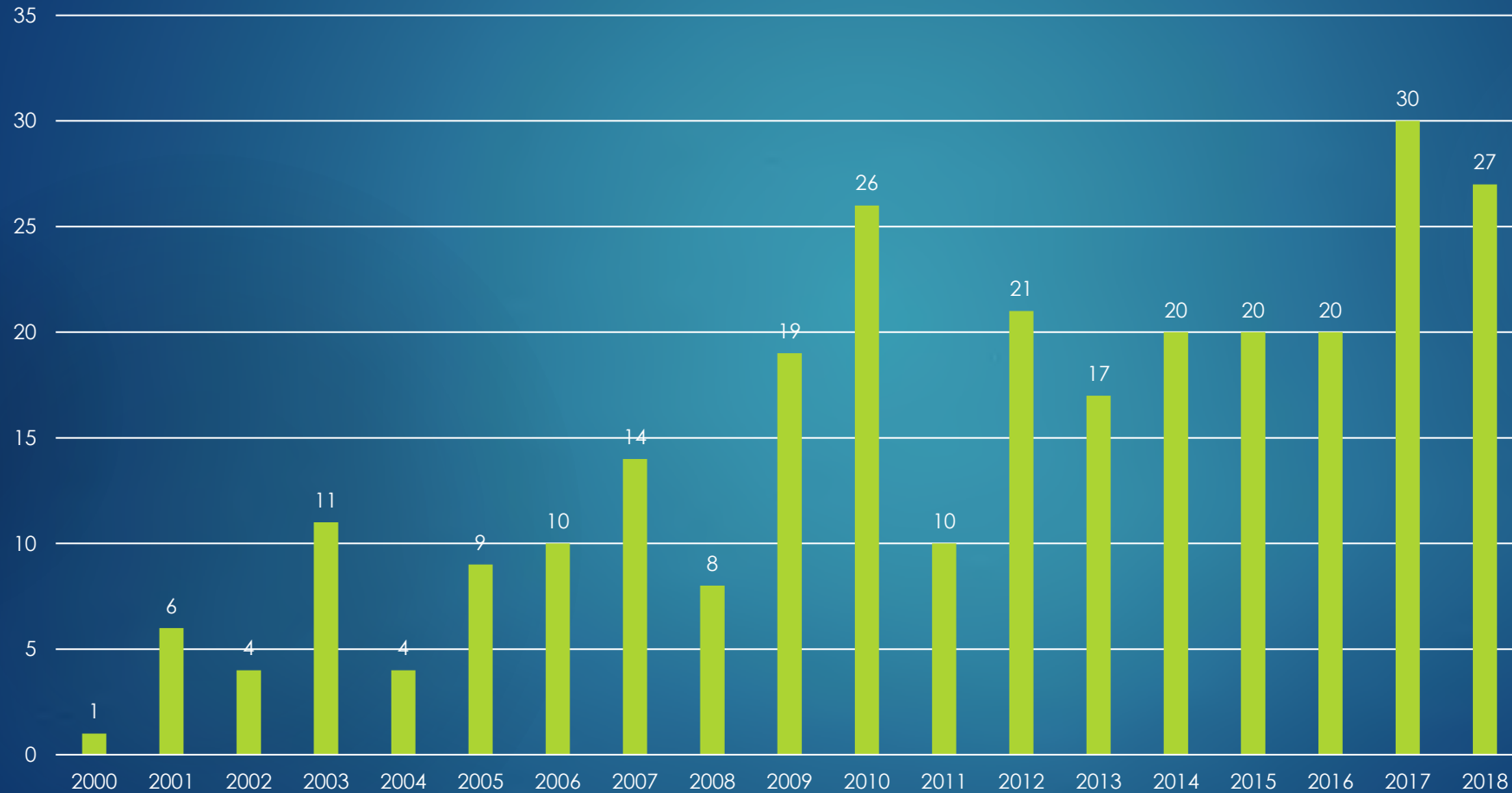
FBI Active Shooter Incident Report
Department of Homeland Security
United States Secret Service
Case Studies of Incidents
Hundred of hours of Training
National Institute of Crime Prevention



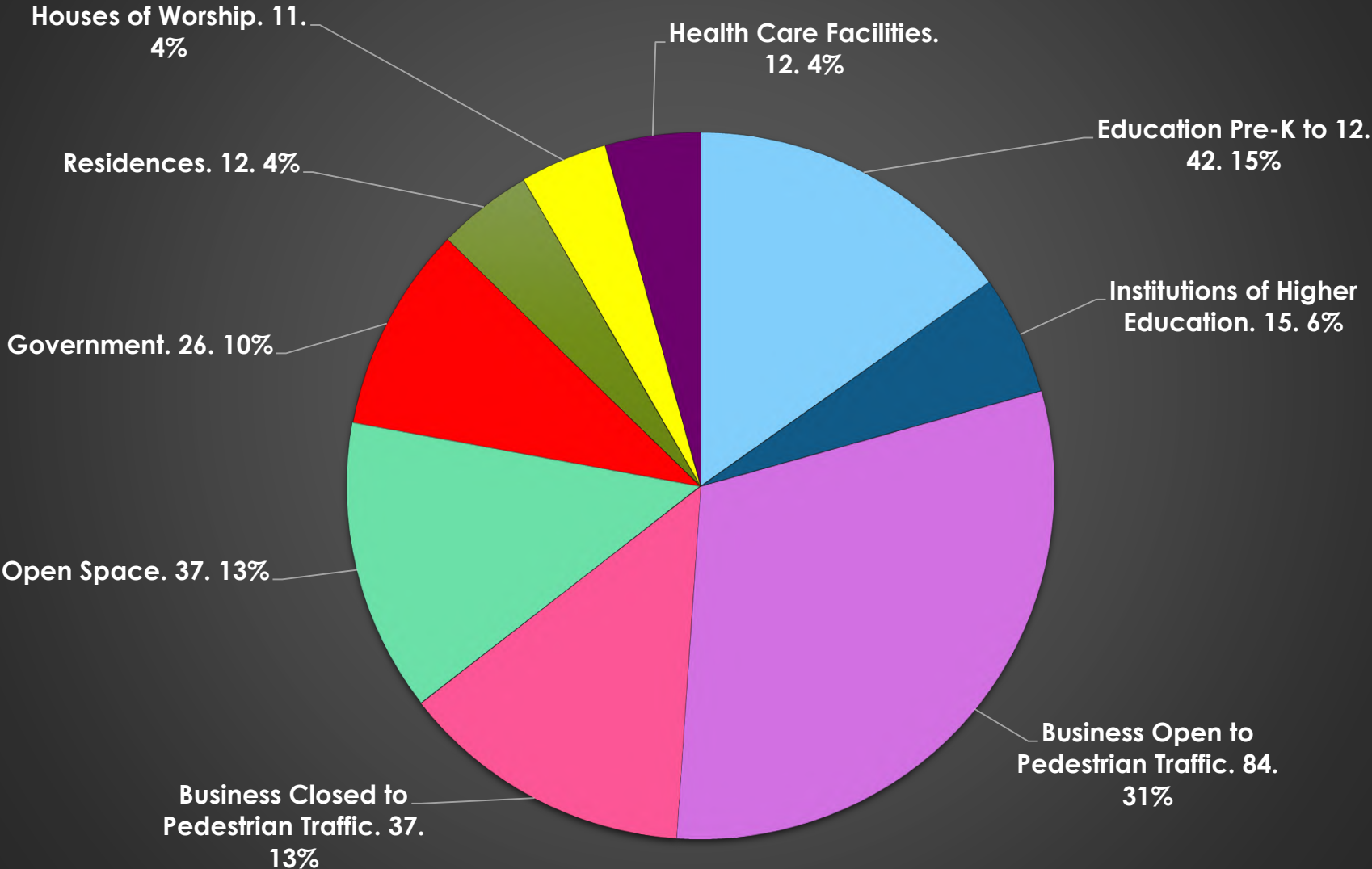
We base our training on best practice

Active Shooter Incidents by Year

Quick Look: 277 Active Shooter Incidents in the United States From 2000 - 2018



Active Shooter Location Categories



Prepared vs Paranoid



- ▶ Can you be prepared for a crisis without being paranoid?
- ▶ Fear shouldn't be your motivation to be prepared.

What is an Active Shooter

Definition: 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.
- ▶ Sometimes victims are chosen, often they are randomly selected.
- ▶ Often consider themselves victims
 - Violence is seen as their only response to the wrongs done to them.

This is not a Mental Illness issue

- ▶ 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
 - Probability of violence is the same in individuals with or without severe mental illness.
 - 63 In-Depth case study from Active Shooters 2000-2013 showed that 25% were diagnosed with any mental health illness, and 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 people over with a car...**but you will almost certainly hear people screaming in fear.**
- ▶ It may be a text from a co worker.
- ▶ How would your group communicate during an emergency?

OODA Loop

▶ OODA

- Observe
- Orient
- Decide
- Act

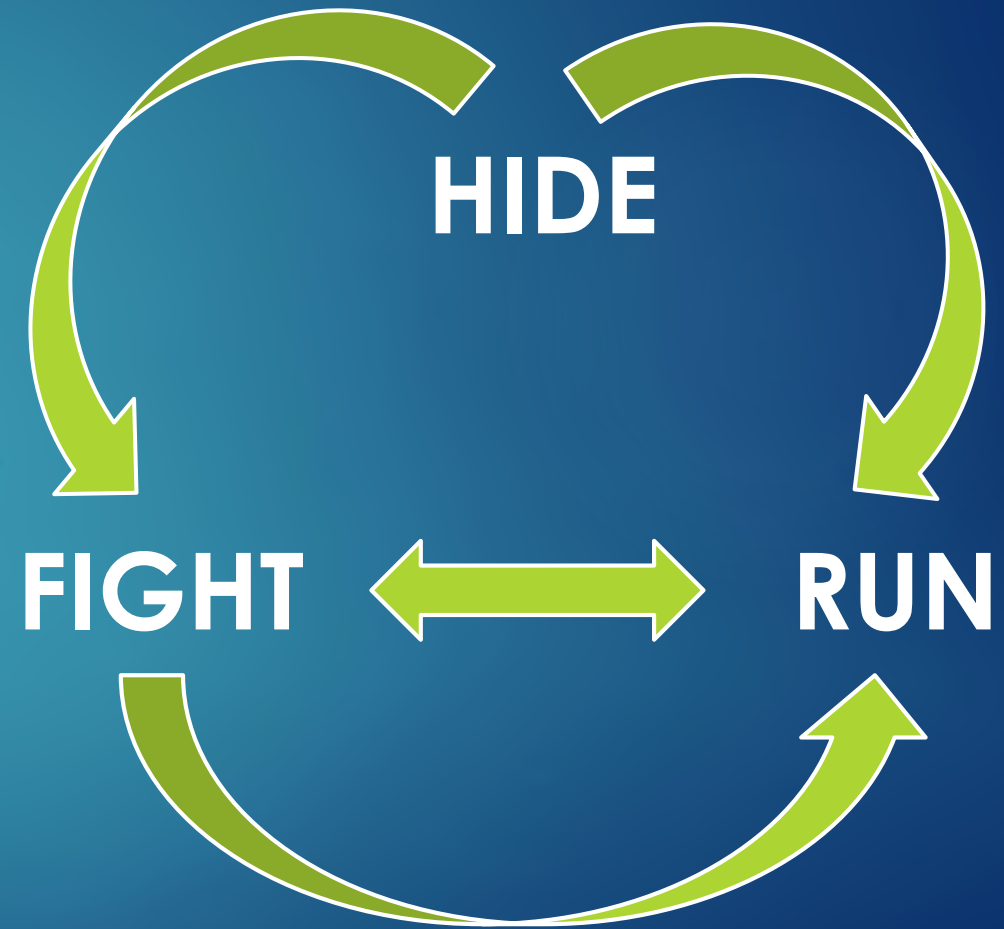


In any moment of decision,
the best thing you can do is **the right thing**,
the next best thing is **the wrong thing**,
and the **worst thing you can do is nothing.**

- 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 action plans.



Lockdown versus Run, Hide, Fight

Lockdown (aka: Lock Out)

- ▶ A process where the person(s) decide to secure and hide in place.
- ▶ Effective primarily if the threat occurs outside the building.
- ▶ If you cannot run, utilizing the Lockdown/Hide may be your best option.

How to Respond When an Active Shooter is in Your Vicinity

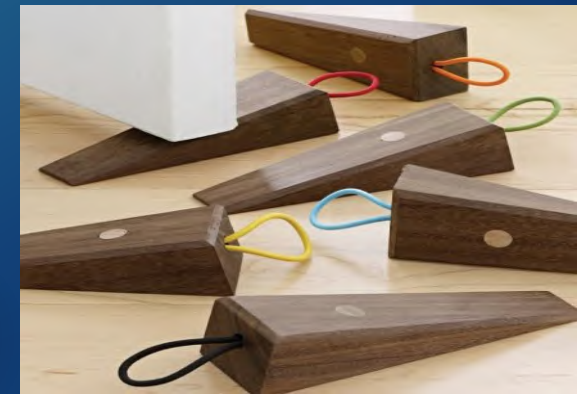
RUN

- ▶ Have an escape route pre-planned, and attempt to evacuate the premises
- ▶ Help others escape if possible, however...
- ▶ Evacuate regardless of whether others agree to follow
- ▶ Always keep your cellphone on you,
- ▶ Don't spend time gathering other belongings
- ▶ 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 the best and most strategic hiding place.
- ▶ Your hiding place should...
 - Provide protection if shots are fired in your direction – COVER vs CONCEALMENT
 - Not trap you or restrict your options for movement
 - Separate yourself from others
 - Secure the doors – lock, barricade, use a door stop device



Things to consider if/when hiding

If the active shooter is nearby:

- ▶ Turn off any source of noise (cell phones, radios, televisions, etc.)
- ▶ Remain calm and quiet – tactical breathing
- ▶ 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 or the life of a loved one is in imminent danger, attempt to disrupt and/or incapacitate the active shooter.

- ▶ Find a weapon (chair, fire extinguisher, metal coffee pot, hot beverage)
- ▶ Strategize with others if possible
- ▶ Position yourself ready to strike
- ▶ Act as aggressive as possible – shout, yell
- ▶ What if you are carrying concealed?

Talk to your loved ones

- ▶ Discuss the essential elements of **Run-Hide-Fight**
- ▶ Always **be aware** of our surroundings – know your escape routes
- ▶ Get in the habit of sharing **reunification points** with your group

When Law Enforcement Arrives



Law Enforcement's Purpose

The number one goal for officers responding to an active shooter incident is to stop the threat 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 shout commands and might push individuals to the ground for their safety.

Remain Calm, Follow Instruction

- ▶ **Show Officers your EMPTY hands**
- ▶ Avoid making quick movements towards officers
- ▶ Don't yell and scream once contacted
- ▶ Proceed in the direction from which officers are entering the building

Information to Help Officers

- ▶ Location
- ▶ Number of shooters, if more than one
- ▶ Physical description of shooter(s) – “head to toe”
- ▶ Type of weapons held by the shooter (knife, handgun, rifle?)

Once the Threat is Stopped

- ▶ Expect **rescue teams** comprised of additional officers and emergency medical personnel to follow the initial officers.
- ▶ Once you have reached a safe location or an assembly point, **you will likely be held in that area by law enforcement** until all witnesses have been identified and questioned.

Now the real work begins with YOU

**“If changes don’t occur,
training didn’t happen.”**

- Unknown

Emergency Action Plan

Run, Hide, Fight is an Emergency Action Plan

The basis:

- Realistic
- Practiced – have it on a schedule
- Flexible and updated on a regular basis

Creating an Emergency Action Plan

- ▶ **Create a committee** of employees who can create this plan, DO NOT place this on one employee's shoulders.
- ▶ **Emergency Action Plans should include:**
 - How to communicate the danger (or a lesser threat – Talker, Observer, Caller)
 - How to move to a safe location.
 - Designate Safe Area's within the building.
 - Establish medical supplies and training.

Moving to a Safe Location

- ▶ 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 – *use them for practice if possible*.
 - Doors, windows, any other unconventional exit
- ▶ **Recognize your hazards**.
 - Subfloors, 2nd floors or higher, stairs?



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?

▶ Employees families

- Employees need to make families aware that they are safe
- If they are not notified, they may come to scene and create confusion

Designate Safe Areas

- ▶ Employees should all know safe areas within the building.
- ▶ Use the hide tools to ensure these areas are safe.
- ▶ Know the limitations of these areas.

Trauma/Crisis Kit

- Tourniquet
- Gauze
- Dressing/Wrap
- Chest Seal
- Shears
- Flashlight?
- Radio?



Emergency Action Plan 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 - - **have a POSITIVE attitude**
 - **Preparation** will help you to manage stress in these situations

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**
- ▶ Place **removable floor plans** near entrances/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 pre-planned
 - Utilize pre-planned evacuation route to a safe area.

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.

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 coworkers may notice characteristics of **potentially violent behavior**, which may include:
 - ▶ Increased use of alcohol and/or illegal drugs.
 - ▶ Unexplained increase in absenteeism.
 - ▶ Depression, withdrawal, or Suicidal; comments about “putting things in order”.
 - ▶ Increased severe mood swings, noticeably unstable, emotional responses.
 - ▶ Explosive outburst of anger or rage without provocation.
 - ▶ Behavior which is suspect of paranoia or feeling like a victim.
 - ▶ Increase in unsolicited comments about violence and/or weapons firearms.

If you see something, say something

- ▶ **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.



**“We don't rise to the level of our expectations, we
fall to the level of our training.”**

- Archilochus

Resources

ASVIR & Emergency 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/>

Medical Training & Supplies

Stop the Bleeding Coalition

<https://www.stopthebleedingcoalition.org>

North American Rescue

<https://www.narescue.com>

The EMS Store

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

Conterra

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

Documents

FBI Active Shooter Guide for Businesses

FBI Developing Emergency Operations Plans

Department of Homeland Security Active Shooter Preparedness

Q&A

BELLINGHAM POLICE | 505 Grand Avenue | Bellingham, WA 98225 | www.cob.org/gov/dept/police