

ACTIVE SHOOTER

Beyond: *Run-Hide-Fight*



GAVIN DE BECKER
& ASSOCIATES

GSX POWERED BY
GLOBAL SECURITY EXCHANGE **ASIS**
INTEGRATION

SEPT. 23-27
LAS VEGAS NEVADA

In Partnership With



ACTIVE SHOOTER PRESENTER – JAMES HAMILTON

- Vice President of Protection Strategies, Gavin de Becker and Associates
- FBI Supervisory Special Agent (1997 – 2015)
- FBI SWAT Operator and member of the FBI Director's Protective Detail
- Tactical Instructor assigned to the FBI Academy's Tactical Training Unit, responsible for creation of FBI Active Shooter Training
- Certified ALERRT Instructor
- Deputy Sheriff (1992-1997)

ABOUT GDBA

- Expertise – **40 years industry leader** – Career subject matter experts and thought leaders – CIA, FBI, DHS, US Marshals, Corporate Security
- Protective security, threat assessment, risk management, intelligence, and logistical services for more than **85 companies and organizations**
- Provided more than **15 million hours** of protective coverage and operational management
- Global presence – operations in dozens of cities and **nearly every major global economic center**

ACTIVE SHOOTER OBJECTIVES

- This presentation is meant to stimulate a professional discussion
- We will look at this subject holistically and provide our strategy
- The goal is to assist all of you with critical decision making
- Two-fold guidance throughout (Corporate/Personal)
- Provide you with tangible takeaways
- **Practical Guidance**



**We believe in empowering the
individual to save their own life**

ACTIVE SHOOTER ETHOS EXAMPLE

- 7/21/2018 – Silver Lake, CA
- Active Assailant
- Sean Gerace – HERO
- **"I grabbed an emergency ladder, barricaded the hallway, grabbed a weapon, put the ladder out the window, and just tried to get the attention of a SWAT officer"**



ACTIVE SHOOTER

WHAT IS IT?

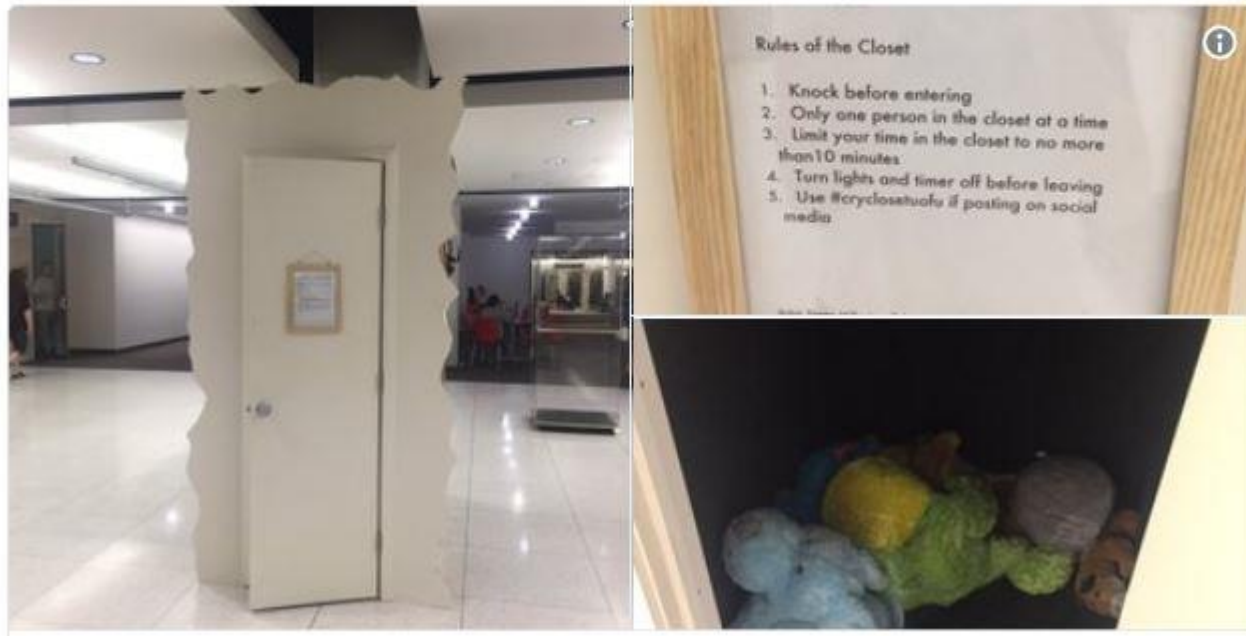
- An individual actively engaged in killing or attempting to kill people in a confined and populated area – FBI
- Difficulty addressing this subject?
- *The Perfect Storm*



ACTIVE SHOOTER WHAT IS IT?

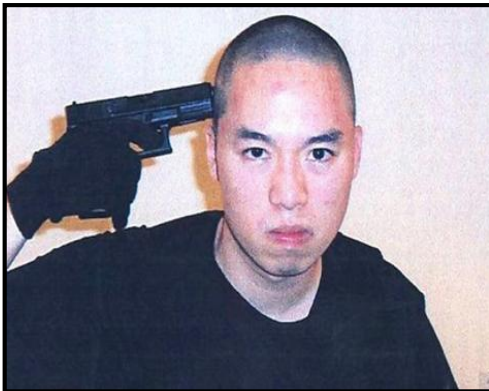
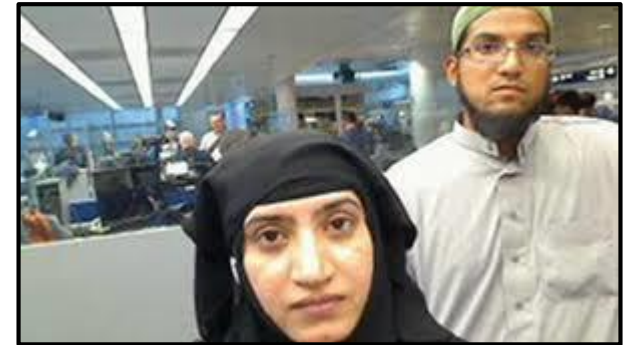
Students at the [REDACTED] will have the opportunity to relieve stress during finals week by locking themselves in the school's Cry Closet for a short period of time.

A student's tweet about the Cry Closest went viral Tuesday.



ACTIVE SHOOTER WHO IS IT?

- No single profile exists
- It crosses gender, sex, religion, age, and ethnicity
- Not always alone
- “The one who is suffering” – Gavin de Becker
- They look like us

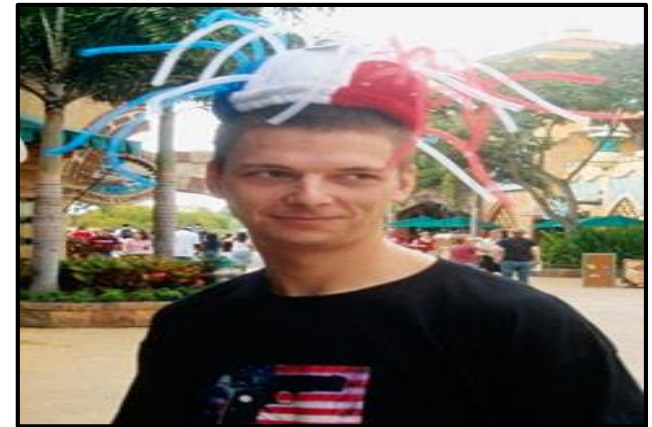


ACTIVE SHOOTER

WHY DO THEY DO IT?

While motivations for active shooter incidents are difficult to fully determine, some common triggers may include:

- Change in personal relationships
- Feelings of humiliation/rejection
- Change in financial status
- Major change to life circumstances
- Loss of job
- Development of a personal grievance



ACTIVE SHOOTER WHERE HAVE THEY OCCURRED?

- Schools
- Hospitals
- Churches
- Movie Theaters
- Restaurants/Bars
- Hotels
- Malls
- Military Bases
- Office Buildings



WHERE HAVE THEY NOT HAPPENED?



ACTIVE SHOOTER

WHEN DO THEY OCCUR?


- “Zero Hour” – when people will be there
- Schools are not targeted during summer break
- Government offices not targeted at midnight
- Bars not targeted during the morning
- Copycats
- What is it for your environment?



ACTIVE SHOOTER

HOW DO THEY HAPPEN?

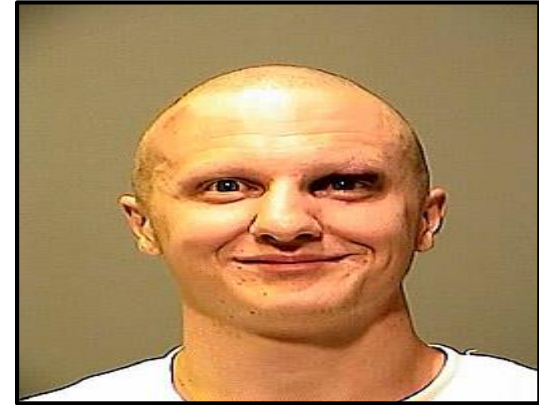
FBI study of 160 Active Shooter incidents (3 or more fatalities) from 2000-2013:

- 160 incidents/158 single perpetrator
- 90 incidents shooter committed suicide (56.3%)
- 45 incidents law enforcement engaged subject (28.1%)
- 21 incidents resolved by unarmed citizens (13.1%)
- 74% entered through the front door 
- 60% resolved before police arrived
- 70% are over in 5 minutes or less

ACTIVE SHOOTER

HOW DO WE RECOGNIZE?

- Pre-Incident Indicators/PINs:
 - Pre-planning in 77%
 - *Leakage* -Someone knew of plan
 - Fascination with mass shootings
 - Fascination with weapons
 - Social Isolates
 - Iconography
 - Verbal Utterance/Social Media
- Context more important than content
- The passage of time is not a PIN



ACTIVE SHOOTER STRATEGY/POLICY CREATION

First response timeline ^[41]

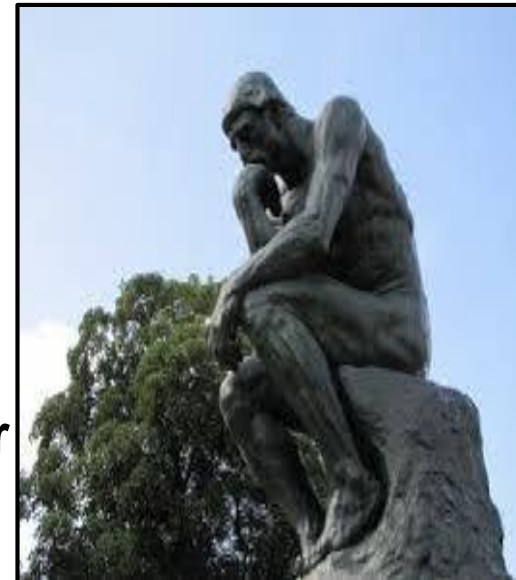
Time	Event
9:35 a.m.	Shooter is believed to first enter SHES.
9:35:39 a.m.	First 911 call to Newtown Police is received.
9:36:06 a.m.	911 dispatcher broadcasts shooting at SHES.
9:37:38 a.m.	Connecticut State Police dispatched to SHES.
9:39:00 a.m.	First Newtown police arrives behind SHES.
9:39:13 a.m.	Two more Newtown officers arrive at SHES.
9:40:03 a.m.	Last shot heard. Believed to be shooter's suicide.
9:42:39 a.m.	Newtown police reports shooter's car license plate.
9:44:47 a.m.	Newtown police officers enter SHES.
9:46:23 a.m.	Connecticut State Police arrive at SHES.
9:46:48 a.m.	Connecticut State Police enter SHES.



ACTIVE SHOOTER STRATEGIES

WHAT TO DO?

- *Run – Hide – Fight* = DHS
- *Avoid – Deny – Defend* = ALERRT
- *Alert, Lockdown, Inform, Counter, Evacuate* = ALICE
- *Run – Hide – Tell* = UK guidance
- Reactive and linear
- **Primal engagements are not organized or linear**



ACTIVE SHOOTER PRIMAL



ACTIVE SHOOTER FOUR PILLARS – CORPORATE

- *Early Identification*
- *Early Notification*
- *Early Evacuation*
- *Early Confrontation*



ACTIVE SHOOTER DECISION MAKING HOPPER - PERSONAL



An immediate decision based on partial information is better than waiting on confirmation

ACTIVE SHOOTER EARLY IDENTIFICATION - CORPORATELY

- MOSAIC
- Professionally managed WPV program
- Threat Management tied to Access Control
- Institutional Reporting Procedures
- *See Something, Say Something?*
- Security Measures



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ACTIVE SHOOTER

EARLY IDENTIFICATION – SUCCESS!

- University of Central Florida – 03/2018
- Student on an F-1 visa stopped attending class
- Died his hair blonde
- Bought a Corvette for \$70K in cash
- Bought a “sniper rifle”
- School called ICE – Fast Tracked Deportation



ACTIVE SHOOTER

EARLY IDENTIFICATION – DURING AN EVENT

- Using Technology to aid you
 - Shot Spotter
 - EAGL
 - Crotega
- Concentric rings of Security
- Positive Access Control
- Public Posture on Security – 74% statistic
- Situational Awareness Training



ACTIVE SHOOTER

WHAT ARE THEY READY FOR?



ACTIVE SHOOTER SITUATIONAL AWARENESS



ACTIVE SHOOTER SITUATIONAL AWARENESS



ACTIVE SHOOTER DECISION MAKING HOPPER - PERSONAL



Rule of 3s

ACTIVE SHOOTER EARLY NOTIFICATION - CORPORATELY

- Mass Notification System – 12/01/1958
- Computer/Text message
- “Description/Location”
- Who will notify employees



ACTIVE SHOOTER EARLY NOTIFICATION - SUCCESS!

- 11/28/16 – Ohio State
- *Early Notification* – text
- Incident over in less than 2 minutes
- *Early Confrontation* – Police Officer



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EARLY NOTIFICATION - PERSONAL

- When should you call 911?
- What do you say?
- “Status/Location”
- Do you know where you are now?
- *Do not waste the one thing you don't have, calling someone who can not help you now.*



ACTIVE SHOOTER EARLY EVACUATION - CORPORATELY

- **Proper Drills:** this is not a fire drill
- **Creativity:** Rescue ladders and glass breaks pre-staged in rooms
- **Virtual Rally Point:** accountability can be done on-line
- **Emphasize *Mental Rehearsals*:** the correct action will not just come to them



ACTIVE SHOOTER

EARLY EVACUATION - PERSONAL

- Evacuation is an act not a place
- Embrace the *Flight* response
- Away from the threat
- Have multiple paths – *Up/Down/Through*
- Be creative – VA Tech – 204 vs. 206
- *We do not recommend Hiding under a desk*



ACTIVE SHOOTER TACTICAL GUIDANCE - ?

"I'm a police reporter. I write about this stuff -- not necessarily to this extent, but shootings and death -- all the time," he told the Baltimore Sun. "But as much as I'm going to try to articulate how traumatizing it is to be hiding under your desk, you don't know until you're there and you feel helpless."



ACTIVE SHOOTER EARLY EVACUATION - SUCCESS!



ACTIVE SHOOTER EARLY EVACUATION - SUCCESS!



ACTIVE SHOOTER

EARLY CONFRONTATION - CORPORATELY

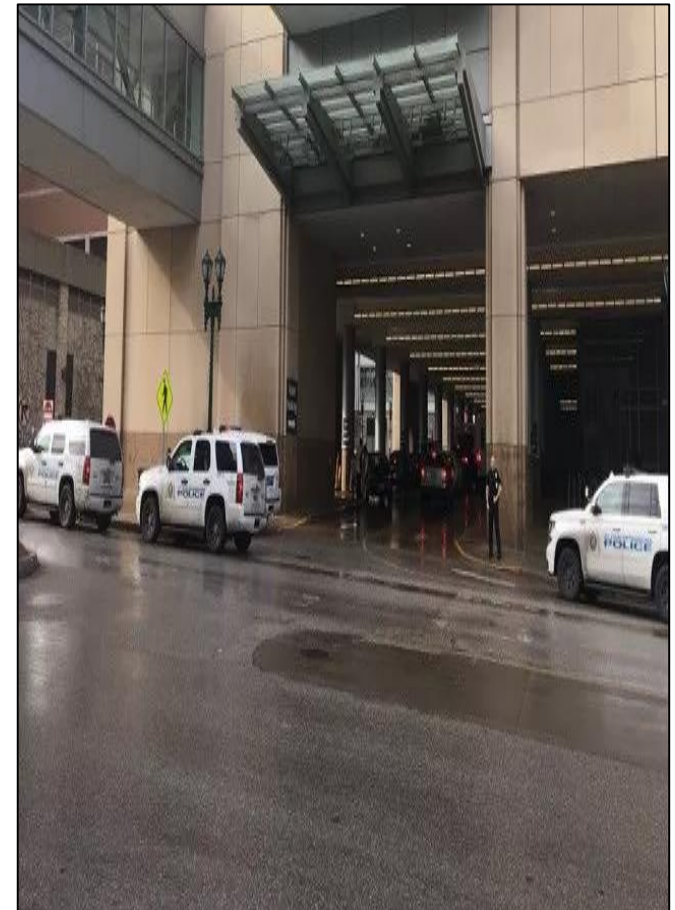
- **Guards:** trained, equipped, and empowered to stop the threat
- **Off-duty Police:** Active Shooter Policy is known to corporate – single officer response is favorable
- **Employees:** empower them and never take away the *Fight* option
- **Structural Enhancements:** spend the money to create safer environments/*Shelter-in-Place* locations



ACTIVE SHOOTER

EARLY CONFRONTATION – SUCCESS!

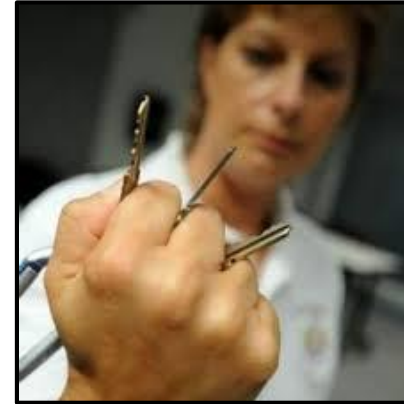
- 01/11/18 – St. Louis
- Center for Advanced Medicine
- Two armed security guards
- Fatally shoot man with two knives
- The whole shooting takes **less than 90 seconds.**



ACTIVE SHOOTER

EARLY CONFRONTATION - PERSONAL

- Might be first option – 3 Feet
- Personal/Improvised Weapons
- RSP = Reinforce a Static Position
- Remain active and prepare to *evacuate or confront*



ACTIVE SHOOTER *EARLY CONFRONTATION - SUCCESS!*



ACTIVE SHOOTER *EARLY CONFRONTATION - SUCCESS!*



ACTIVE SHOOTER

RSP = REINFORCE A STATIC POSITION

- **SWAP:**
 - Secure
 - Weapons/wounded
 - Alert
 - Prepare to Fight
- Tactical Engineering
- Wedge/Rope other products
- Fatal Funnel
- Mental Rehearsal/Drills



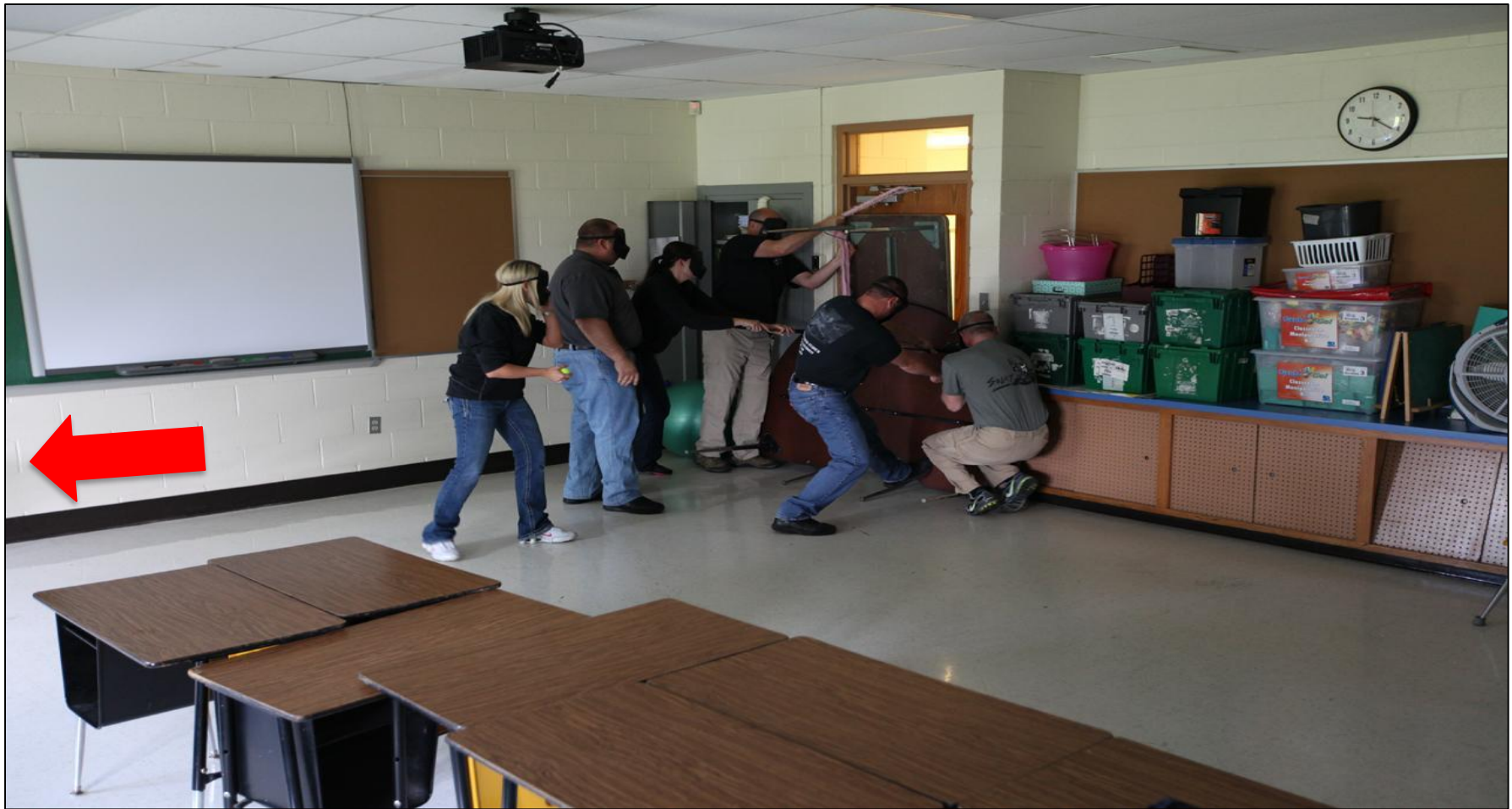
DECISION MAKING AND MENTAL REHEARSAL



ACTIVE SHOOTER RSP - EXAMPLE



ACTIVE SHOOTER BE CREATIVE



ACTIVE SHOOTER CORPORATE CONSIDERATIONS

- General Counsel/Legal – “Reasonableness”
- Let them *Fight*
- Prior coordination meeting/training with LE
- Link-Up Procedures – Ready Bag
- Modification of rooms/doors – L Rooms
- Identification – avoid Friendly Fire



ACTIVE SHOOTER STRUCTURAL ENHANCEMENTS



ACTIVE SHOOTER SPECIAL CIRCUMSTANCES

- “Lockdown/Lockout/Shelter-in-Place”
 - Schools (Especially K-6)
 - Hospitals (Especially ICU/Psych Ward)
 - Retirement Homes/Hospice
- Technical Measures to Identify and Lock-Out with *Early Confrontation* capability are critical
- RSP ability fully assessed and drilled PRIOR
- Difficult to *Shelter-in-Place* without proper training and structural preparation - locks



ACTIVE SHOOTER

Final Thought

- *Empower* those you meet
- Provide tactical guidance as if they were your own
- *Respect* and never waste time
- *Vigilance* and *Energy*
- People are capable of unbelievable amounts of courage



Q&A

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