

ACTIVE SHOOTER / VIOLENCE 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 relationships
- Teach you to **recognize a threat** so you can mentally prepare
- Prepare you to **take action** once a threat is recognized

▶ **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**

▶ **Encourage open and honest communication** with

Building the Foundational Awareness

Why are we uncomfortable discussing

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

Who are you?

▶ **Sheep**

- Kind, gentle people who are generally not capable of violence
- 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 empathy
- Individuals who want to live in peace, but are ready to defend it

Move up the Continuum

This business of being a sheep or a sheepdog is not a dichotomy. It is not an all-or-nothing, either/or matter of degrees, a continuum. On one end is the head-in-the-grass sheep and on the other end is the warrior. Few people exist completely on one end or the other. Most of us live somewhere in between... **That is, the degree to which you move up that continuum, away from sheepdog denial, is the degree to which you and your business survive, physically and psychologically at any given time.**

Predictable is Preventable

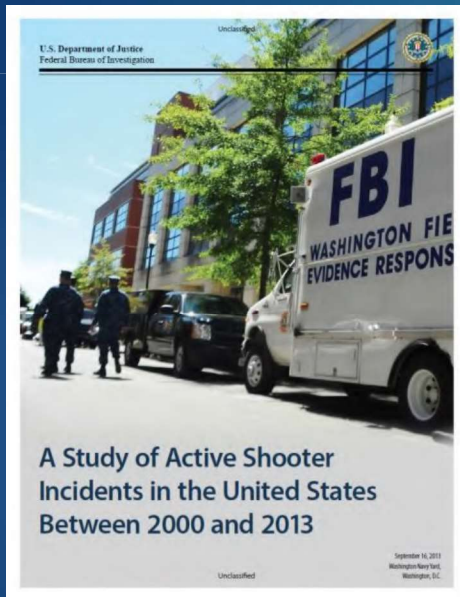
Lifetime ODDs of dying from specific cause

- ▶ **Heart Disease= 1 in 7.** We try to prevent this by eating healthy
- ▶ **Motor Vehicle Accidents = 1 in 113.** We drive safe, buy safe
- ▶ **Pedestrian deaths = 1 in 672.** We stay alert and look both
- ▶ **Fire Related deaths = 1 in 1,454.** How much do we train for
- ▶ **Choking hazards = 1 in 3,408.** We all know the Heimlich m
- ▶ **Drowning = 1 in 1,183.** We take swimming lessons, wear li

How do we prepare for violent acts? **It starts with ed**

National Safety Council Injury Facts 20

Where did we get our information?



FBI Active Shooter Incident Report

Department of Homeland Security

United States Secret Service

Case Studies of Incidents

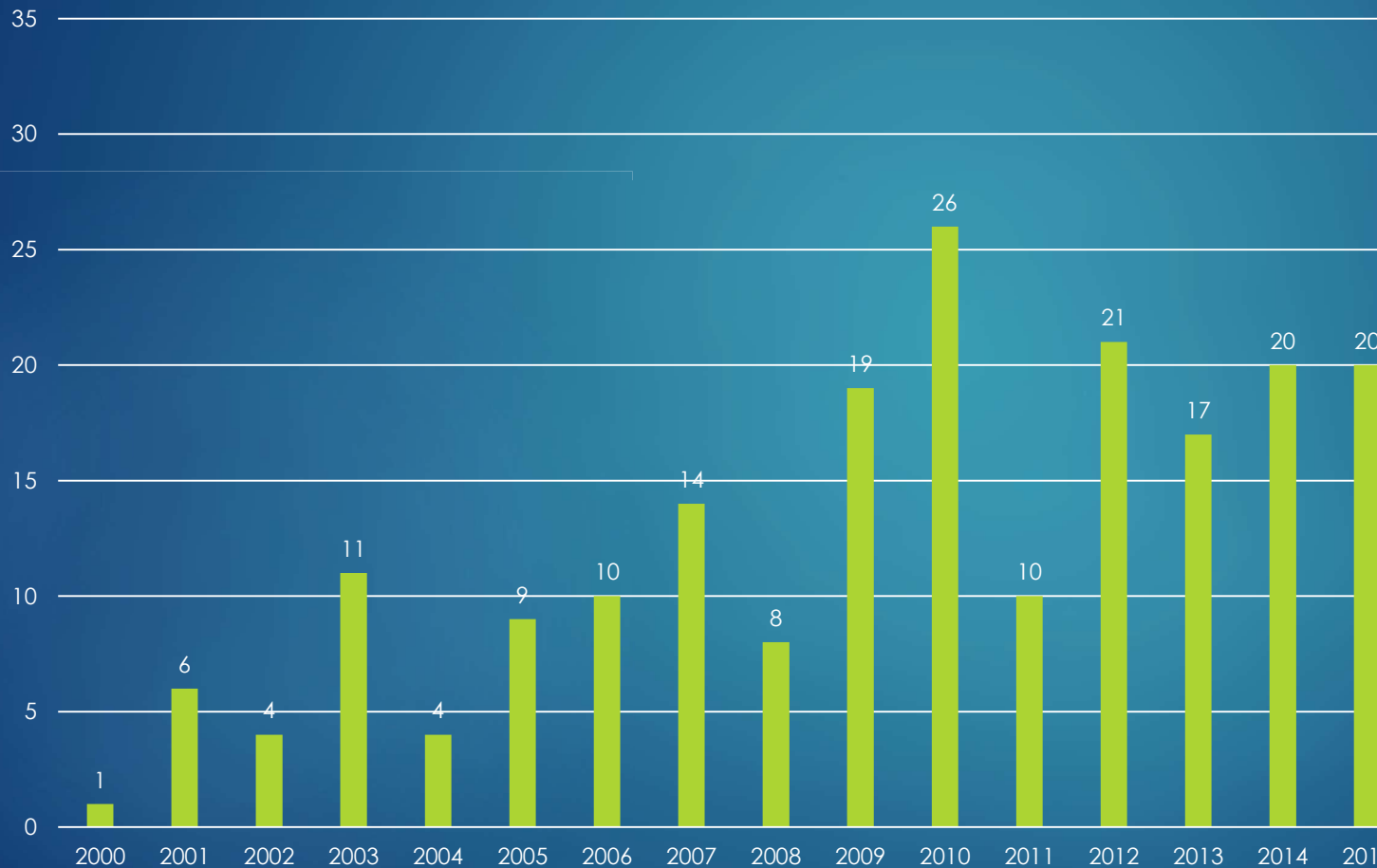
Hundred of hours of Training

National Institute of Crime Prevention

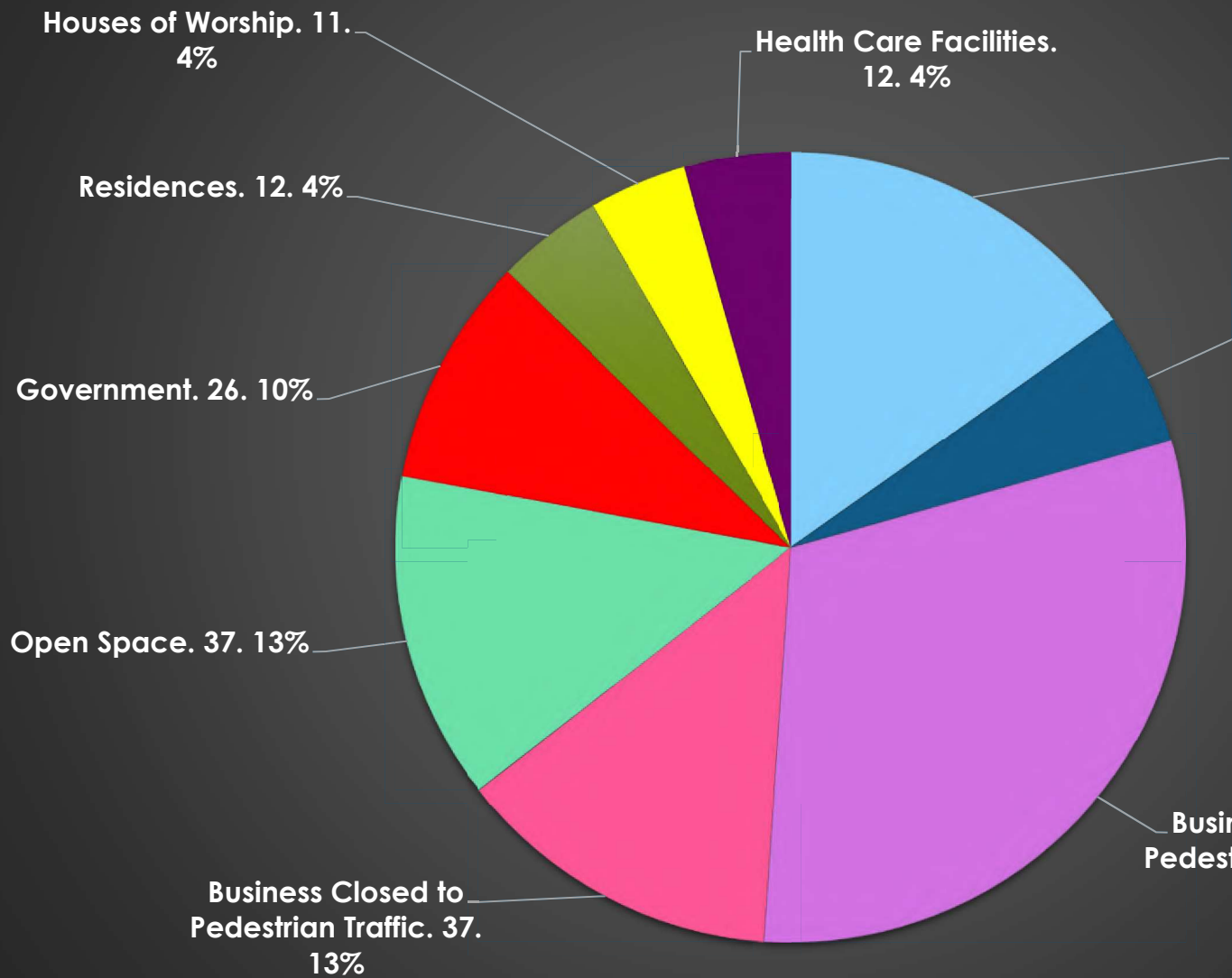
We base our training on best practices

Active Shooter Incidents by Year

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



Active Shooter Location



Prepared vs Paranoid

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

What is an Active Shooter

Definition: An active Shooter is an individual actively 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 random.
- ▶ Often consider themselves victims
 - Violence is seen as their only response to the wrongs done to them.

This is not a Mental Illness iss

- ▶ By dismissing these persons as mentally ill we and fail to properly prepare ourselves for the
- ▶ According the FBI Behavioral Analysis Unit
 - Probability of violence is the same in individuals with or w
 - 63 In-Depth case study from Active Shooters 2000-2013 sh with any mental health illness, and a small percentage w

How will you know a violent event is occurring?

- ▶ You may or may not hear the gunshots, a knife, running people over with a car... **certainly hear people screaming in fear.**
- ▶ It may be a text from a co worker.
- ▶ How would your group communicate during a violent event?

OODA Loop

OODA

- Observe
- Orient
- Decide
- Act

In any moment of decision,
the best thing you can do is **the right**
the next best thing is **the wrong**
and the **worst thing** you can do

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,

Lockdown (aka: Lock Out)

- ▶ A process where the person(s) decide to secure
- ▶ Effective primarily if the threat occurs outside t
- ▶ If you cannot run, utilizing the Lockdown/Hide

How to Respond When an Active Shooter is in Your Vic

RUN

- ▶ Have an escape route pre-planned, and attempt to
- ▶ Help others escape if possible, however...
- ▶ Evacuate regardless of whether others agree to
- ▶ Always keep your cellphone on you,
- ▶ Don't spend time gathering other belongings
- ▶ Prevent individuals from entering an area where
- ▶ Call 911 when you are safe

How to Respond When an Active Shooter is in Your Vic

HIDE

- ▶ If evacuation is not possible, find the best and most secure hiding place
- ▶ Your hiding place should...
 - Provide protection if shots are fired in your direction
 - Not trap you or restrict your options for movement
 - Separate yourself from others
 - Secure the doors – lock, barricade, use a door stop

Things to consider if/when h

If the active shooter is nearby:

- ▶ Turn off any source of noise (cell phones, radios,
- ▶ Remain calm and quiet – tactical breathing
- ▶ Dial 911, if possible, to alert police to the active s
- ▶ If you cannot speak, **leave the line open** and all
- ▶ **Prepare to fight**

How to Respond When an Active Shooter is in Your Vic

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 can)
- ▶ 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-**
- ▶ Always **be aware** of our surroundings – know
- ▶ Get in the habit of sharing **reunification poi**

When Law Enforcement



Law Enforcement's Purpose

The number one goal for officers responding to an incident is to stop the threat as soon as possible. Officers should proceed directly to the area in which the last

- ▶ Officers may enter by themselves or in a group.
- ▶ Officers may shout commands and might push back the suspect on the ground for their safety.

Remain Calm, Follow Instructions

- ▶ **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

Information to Help Officers

- ▶ Location
- ▶ Number of shooters, if more than one
- ▶ Physical description of shooter(s) – “head
- ▶ Type of weapons held by the shooter (k

Once the Threat is Stopped

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

Now the real work begins w

**“If changes don’t c
training didn’t hap**

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 Act

- ▶ **Create a committee** of employees who can create and place this on one employee's shoulders.
- ▶ **Emergency Action Plans should include:**
 - How to communicate the danger (or a lesser threat)
 - 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 points**. These should be at opposite sides of the building, away from hazards, like open ground, bridges, tall buildings.
- ▶ Have **multiple escape routes** planned – *use them for*
 - 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

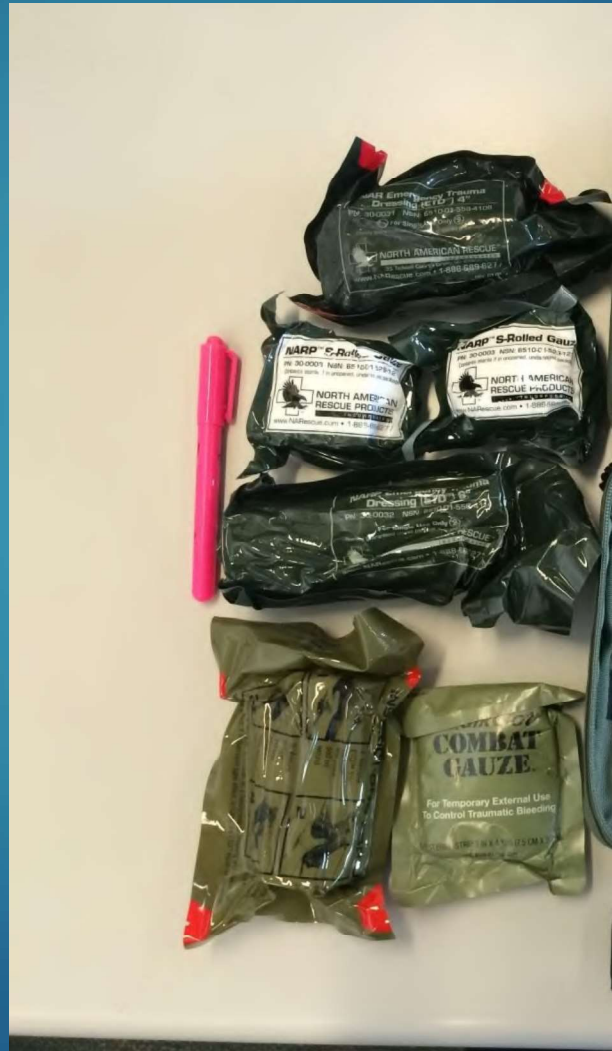
- Employees need to make families aware that they are s
- If they are not notified, they may come to scene and cr

Designate Safe Areas

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

Trauma/Crisis Kit

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



Emergency Action Plan Train

- ▶ Conduct mock or roundtable exercises during mont
- ▶ Discuss your reaction to an Active Shooter, Earthqu
- ▶ Talk about adopting the **SURVIVAL MIND SET** during t
 - I will make it through this - - **have a POSITIVE attitude**
 - **Preparation** will help you to manage stress in these situ

Additional Ways to Prepare

Facility Manager Responsibilities:

- ▶ Institute **access controls** (i.e., keys, security system p
- ▶ Distribute **critical items** to appropriate managers /
 - Floor plans
 - Keys
 - Facility personnel lists and telephone numbers
- ▶ Assemble **CRISIS KITS**
- ▶ Place **removable floor plans** near entrances/exits f

Reactions of Managers During an Active Shooter Situation

Employees and customers are likely to follow the lead of management in an emergency situation. During an emergency, managers should follow 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 Consequence of an Active Shooter Situation

After the active shooter has been incapacitated and management will be asked to assist officers in:

- ▶ An **accounting of all individuals** at a designated assembly point, 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 in the organization as a result of the active shooter.

Recognizing Potential Workplace

- ▶ An active shooter in your workplace may be a **current employee**, or an **acquaintance** of a current or former employee.
- ▶ Intuitive coworkers may notice characteristics of **potential perpetrator behavior**, which may include:
 - ▶ Increased use of alcohol and/or illegal drugs.
 - ▶ Unexplained increase in absenteeism.
 - ▶ Depression, withdrawal, or Suicidal; comments about “pulling the trigger” or “going home”.
 - ▶ Increased severe mood swings, noticeably unstable, emotional.
 - ▶ 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.

If you see something, say something

- ▶ **Alert your Human Resources Department** if you see an employee or coworker exhibits potentially violent behavior.
- ▶ **Establish a Wellness Committee.** This group works to promote both mental and physical ways to stay healthy.

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

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

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Documents

FBI Active Shooter Guide for Businesses

FBI Developing Emergency Operations Plans

Department of Homeland Security Active Shooter Preparedness



BELLINGHAM POLICE | 505 Grand Avenue | Bellingham, WA 98225