

Active Shooter Response


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- Introduction - the “Why”
- Philosophies from four military branches
- Combining best in class principles
- Review of recent events - & lessons learned
- The practical realities of active shooter events
- Q&A

Rules for this class

- Respect others
 - No name calling or finger pointing
- No politics
- We will not surprise you with an active threat
- Nothing in this class will harm you
 - All weapons are simulated



Introduction

The “why”



Why active shooter training?

- Mass shootings are 2.4x greater than the previous decade
- On average, there is 1 active shooter incident / week in the U.S.



Why is this a relevant for workplace safety professionals?

- 80% of active shooter incidents occur in the workplace
- 2M Americans are victims of workplace violence annually
- 18x more likely to experience workplace violence than a fire
- Costs
 - \$3M - the average jury award for workplace violence lawsuits
 - 1.8M - work days missed annually due to workplace violence
- *As safety professionals – we have a responsibility to our employers & employees to consider these risks*



Connection to safety professionals

- “When evil men plot, good men must plan.”
 - Martin Luther King, Jr.
- Sheep, sheep dog, and wolves
 - YOU are the sheep dog for your organization



Guy Raymond

- 7 Years on a Corporate HAZMAT Team
 - Deployed to NYC on Sept 13, 2001
 - Deployed to NJ for Anthrax attack in USPS
 - Deployed to New Orleans on Sept 1, 2005
- 4 Years in US Army, Cavalry Scout
 - Advanced Recon, Stealth, Intel
 - Airborne
 - 13 months in Afghanistan
- Safety Director
 - 26 years providing safe and healthy workplaces



Comparing Military Branches

Army, Marine, Navy, Air Force

Comparing Military Branches

Army

- Evacuate
- Hide
- Take Action

Navy

- Run & Escape
- Hide
- Fight

Marine

- Make a Plan
- Run
- Hide
- Fight
- Seek Help

Air Force

- Escape
- Barricade
- Fight
- OTHER: Warrior Mindset
 - Toughness
 - Decisiveness



Commonalities

- Prepare
- Escape
- Hide
- Barricade
- Defend

Combining Best In Class Principles

Prepare, Escape, Hide, Barricade, Defend
(Run, Hide, Fight...Better)

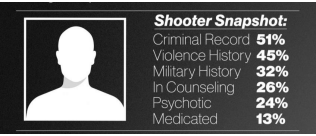





Prepare

- Know the trends (2020)






Prepare: Policies and Training

- Culture of safety, with management commitment
- Zero tolerance for threats and violence
- Policies
 - Reporting Concerns, Seeking Help, Responding to Emergencies, Investigating Threats
- Communications (Company, Media, Public, Families)
- Training
 - Based on **empowerment** rather than fear
- Annual Review



Prepare: Mindful of Indicators

OBSERVE	FLAG	ACTION
Potential indicators of a subject's predisposition to workplace violence	The subject's actions that should encourage employees to investigate and bring to the attention of other employees	Actions that may indicate violent planning activities that warrant investigation
<ul style="list-style-type: none"> • Depression/withdrawal • Repeated violations of company policies • Unexplained increase in absenteeism • Talks of problems at home • Noticeable decrease in attention to appearance and hygiene 	<ul style="list-style-type: none"> • Noticeably unstable, emotional responses • Increased use of alcohol and/or illegal drugs • Increased severe mood swings • Escalation of domestic problems into the workplace • Resistance and overreaction to changes in policy and procedures 	<ul style="list-style-type: none"> • Explosive outbursts of anger or rage without provocation • Suicidal comments • Behavior which is suspect of paranoia, ("everybody is against me") • Talk of previous incidents of violence • Empathy with individuals committing violence • Increase in unsolicited comments about firearms, other dangerous weapons, and violent crimes



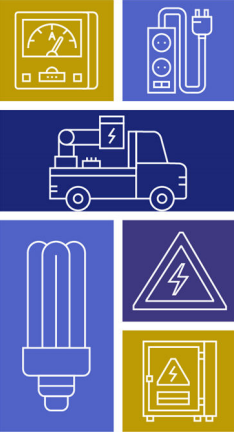

Escape

- Evacuate regardless of whether others agree to follow
- Help others, if possible
- Keep hands visible
- Do not attempt to move wounded people
- Call 911 when you are safe



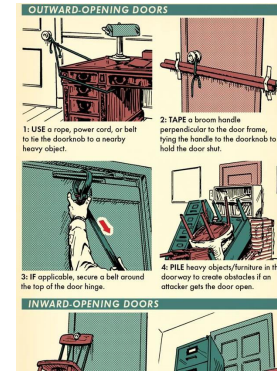
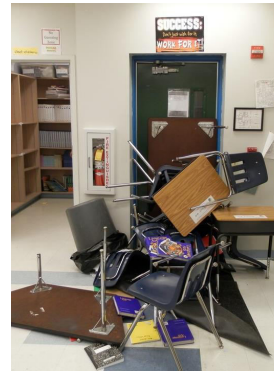


Hide



- Be out of the shooters view
- Should provide physical protection if shots are fired
- Should NOT trap yourself or restrict options for movement
- Silence phones
- Remain quiet and motionless

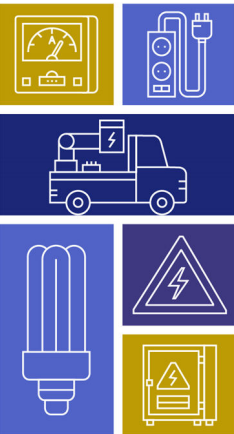
Barricade: Considerations



- Door Direction
- Door and Wall Composition
- Non-Compressible, Rigid Items
- Escape out Windows



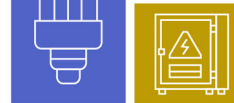
Defend



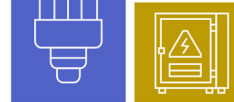
Disable the Gun



Cover the Breach



Strength in Numbers



Defend: Key Principles (Demo)

- Disable the gun
 - Cover the breach – right side
- Ambush tactics
- Commit yourself
- Strength in numbers (choreography)
- Improvise Weapons

Improvised Weapons



Review of Shooting Events

And Lessons Learned



Sandy Hook (2012)

- Narrative: 26 people murdered; several survivors provide narratives of classrooms being passed or quickly abandoned when locked
- Key Lessons: No violent intruder has ever entered a locked classroom
 - Consider: simple door locks
 - Deadbolt type lock, normal door operation unlocks the deadbolt
 - Does not violate like safety codes
 - Accessible to all (not just supervisors)



Pennsylvania Municipal Building (2013)

- Narrative: Man entered township municipal building with a handgun, killing three and wounding two; was restrained by citizens until police arrived
- Key Lesson: The deadly phase of an active shooter is over in the first 4-8 minutes, **BEFORE** the police can arrive and deploy
 - Your people are your first responders



Albuquerque Food & Bev. Distributor (2018)

- Narrative: Shooter blocked an exit door with a forklift to prohibit people from leaving before firing at coworkers
- Key Lessons: Have at least two exit routes planned and communicated at any given time



El Paso Walmart (August 2019) and Dayton, OH (2019)

- Narrative: El Paso, TX (23 killed, 23 injured); next day, Dayton, OH (9 killed, 27 injured)
- Key Lesson: Active shooter events are “contagious”
 - Media coverage of mass shootings increases the likelihood of similar events in the 13 days following a shooting



Averted: Hinesville, GA (2019)

- Narrative: Three individuals, who had been previously banned, returned. They were flagged at the front gate, guns were found on their possession, and they admitted they had planned a shooting.
- Key Lesson: It is critical to monitor and restrict site access of employees, visitors, contractors, and the general public.
 - How is this communicated across shifts and personnel?
 - What technological barriers are in place (badges)?
 - How are recently terminated employees communicated across divisions?



Discussing Practical Realities

From those who have experienced an active shooter threat



Consider Safety “Colors”

Heart Rate	Physiological Reaction	Condition	Heart Rate	Condition	Heart Rate
60 BPM		CONDITION: WHITE		CONDITION: YELLOW	CONDITION: ORANGE
80 BPM	Normal resting Heart Rate	HEART RATE: NORMAL	HEART RATE: NORMAL	HEART RATE: ELEVATED	
90 BPM					
115 BPM	Fine motor skills deteriorate				
120 BPM					
145 BPM	Complex motor skills deteriorate	CONDITION: RED	CONDITION: GRAY	CONDITION: BLACK	
150 BPM		HEART RATE: 115-145 BPM	HEART RATE: 145-175 BPM	HEART RATE: OVER 175 BPM	
175 BPM	Cognitive processing deteriorates Loss of peripheral vision (Tunnel vision) Loss of depth perception Loss of near vision Auditory exclusion				
Above 175 BPM	Irrational flight or flee Freezing Submissive Behavior Voiding of bladder and bowel				



Varied Responses

- Violence from other people is more traumatizing than violence from nature.
- The responses a person will have to violence have a wide range of possibilities.
 - Cognitive impairments, both immediate and long term, are not uncommon.
 - Witnesses may find themselves unable to act.
- Survivors may experience guilt.



Summary

What to Take Back Home



Summary

- Develop your Active Shooter Emergency Response Policy & Workplace Violence Prevention Program
- Program includes:
 - Culture of safety, with management commitment
 - Zero tolerance for threats and violence
 - Policies
 - Reporting Concerns, Seeking Help, Responding to Emergencies, Investigating Threats
 - Communications (Company, Media, Public, Families)
 - Training
 - Based on **empowerment** rather than fear
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Procedure Template (Gallager)

1. The first employee to identify an active shooter situation: As soon as possible, should call the Company emergency number (_____) and announce a prearranged code (e.g., "Active Shooter") (with the location of the incident) and a physical description of the person(s) with the weapon, and type of weapon, if known.
2. The emergency operator upon notification will: Provide a public announcement "Code _____ (and the location)" on the public address system.
3. The emergency operator or any employee who is at a location distant from the active shooter, such as in a different area or floor, will contact 911.
4. The phone call to 911 (from the area where the caller is safely concealed) should provide the following information to the police:
 - a. Description of suspect and possible location
 - b. Number and types of weapons
 - c. Suspect's direction of travel
 - d. Location and condition of any victims



Q&A, Sharing, & Open Forum

The answer is in the room, you just have to ask the question.



Please complete the Online Evaluation



<https://www.surveymonkey.com/r/2024NationalSafetyProfessionalsConference>

