Active Shooter in the Workplace

OVERVIEW OF AN ACTIVE SHOOTER IN THE WORKPLACE
Disclaimer

- This information is not material of the Bell County Sheriff’s Department.
- This material has been prepared for general informational and educational purposes only and is not intended to instruct the attendees on how to respond to an active shooter situation.
- The instructor is merely presenting this information to educate not to establish policy or procedure for your business.
- Please seek professional assistance from your local police department if you decide to develop an emergency action plan- active shooter.
Individual or individuals actively engaged in killing or attempting to kill people in a populated area

Over the past seven years, we’ve averaged 16.4 active shooter incidents per year—that’s roughly one every three weeks

FBI study conducted on active shooter incidents concluded that approximately 60 percent were over before police could arrive on the scene

The study also concluded that 69 percent of the incidents were over in five minutes or less

The study also concluded that 36 percent of the incidents were over in two minutes or less
Locations of Active Shooter Incidents

- Nearly half of the incidents happened at a business or a mall.
- Nearly a quarter happened at schools and universities.
- Another 10 percent took place on government properties.
- Only 4.4 percent happened at home.
Video: Active Shootings in the Workplace

- Prevention & Survival
“Public Mass Shooting” is an incident involving multiple victims of firearms-related violence.

United States Congressional Research Services defines a ‘public mass shooting’ as one which three or more people selected indiscriminately, not including the perpetrator.

There have been nearly as many US mass shootings as days in 2018.
Active Shooter vs Hostile Intruder

- Active shooter
  - A suspect whose activity is immediately causing death and serious injury
  - Threat is not contained and there is immediate risk of death and injury

- Hostile Intruder
  - A suspect or assailant whose activity is threatening violence or serious injury
  - Different than an active shooter—also warrants different response by law enforcement
Active Shooter

- Becoming more frequent
- Anger, revenge, ideology, untreated mental illness
- Unpredictable
- Evolve quickly
- Continues until law enforcement stops, suicide or other intervention
Targeted Attack

- Assailant is looking for a specific target(s)
- Revenge
- Grudge
- Gives some thought to who to target and how
Rampage Shooting

- Random victims (shooter usually has no idea who he has hurt)
- Institution or group is target (school, community, teens, etc.)
- Planning (often detailed) focused on tactics rather than targets
Rampage Shootings

- Shooter usually trying to gain social acceptance
- Generally last of a series of attempts to change reputation
- Failed attempt to be accepted
- Not always acting out of anger- trying to change perception among peers from "zero" to "hero" by becoming notoriously famous
Outside Attacker

- Not as common
- Likely no/minimal contact until moments before attack
- No opportunity to observe warning signs
- Internal prevention strategies likely useless
- Other strategies may help
- See Something, Say Something
Inside Attacker

- Mainly current employees
- May also include others who would not normally cause concern if seen on campus
- Move freely around campus
- Prevention strategies may be effective deterrent
Inside Attacker Characteristics

- Poor coping skills
- Low tolerance for frustration
- Negative role models
- Many felt bullied by others
- History of suicidal attempts, depression, or desperation
- Interest in violence
- No prior history of violence
- Difficulty coping with losses or failures
What Should You Do

RUN- HIDE- FIGHT/AVOID- DENY- DEFEND/ EVACUATE- HIDE OUT- TAKE ACTION
Run/ Avoid/ Evacuate

- Develop escape route
- Leave belongings behind
- Help others escape, if possible
- Evacuate regardless of others
- Warn/prevent individuals from entering
Hide/ Deny

- Hiding place should:
  - Be out of shooter’s view as much as possible
  - Provide protection if shots are fired
  - Not restrict options for movement

- If shooter is nearby:
  - Lock the door
  - Hide behind a large item
  - Silence cell phone
  - Remain quiet
Cover or Concealment

- **Cover:**
  - May protect a person from gunfire
  - Usually something solid and/or heavy
  - Barricade doors if possible

- **Concealment:**
  - WILL NOT protect a person from gunfire
  - Hides from the view of the shooter
  - Usually easier to locate than cover
Dial 911

- Provide good information:
  - Location
  - Number and physical description of shooters
  - Number and type of weapons (long, short, handgun, bombs, etc.)
Fight/ Defend/ Take Action

- ABSOLUTE LAST RESORT
- Act as aggressively as possible
- Improvise weapons and throw things
- Yell loudly
- Commit to your actions
What would you do right now??

- Run/Avoid/ Evacuate (Escape)- Where?
- Hide/ Deny – Where?
- How would you protect yourself?
Law Enforcement Response

- Stop the shooter
- Proceed to the area where the shooting is occurring or last known shots
- First priority is to eliminate the threat
- First on the scene will not assist the injured- must secure the scene first
- Multiple jurisdiction responding is likely
- Shouting voice commands (COMPLY)
- May push people to the ground
Planning Strategies

- Establish proper mindset:
- IT CAN HAPPEN HERE!
- Educate staff about workplace violence
- Establish a good Emergency Plan
- Drill and exercise the plan  (Round Table Exercise)
Plan Development

- Planning should involve:
  - Human Resources
  - Training Department
  - Managers
  - Public Information Officer
  - Local first responders
Plan Development

- Plan should include:
  - Preferred method for reporting different emergencies
  - Evacuation policy and procedures
  - Contact information for critical personnel
  - Local hospital information
  - Distribution list
Emergency Plan

- Should be NIMS compliant
- Use clear, plain English
- Eliminate code words and any other potentially confusing terminology
- Establish and identify responsibilities and authorities
- Establish and make a clear start for plan activation
- Disseminate plan to all stakeholders (Inside and outside)
- Practice, Evaluate, Adjust, Maintain
Training

- Evacuation drills
- Hiding out
- New employee orientation
- Annual training
- Tabletop and/or functional exercise (include first responders)
- Adopting a survival mindset
Plan should meet the needs of employees:

- Disability ((hearing, sight, etc.)
- Mobility
- Limited or no English
Individuals Basics

- Realize that it can happen to me
- Plan ahead
- Do I know shelter in place procedures?
- Do I know lockdown procedure?
- Do I know evacuation procedures?
- To whom do I report suspicious activity?
Managers Responsibilities

- Institute access controls
- Distribute critical items
- Assemble crisis kits
- Activate emergency notifications systems
- Ensure two evacuation routes
- Coordinate with security department
- Post evacuation routes
- Place floor plans near entrance and exits
- Include local law enforcement and first responders in training
- Encourage active shooter training
- Foster a respectful workplace
- Be aware of workplace violence indicators
Questions

THANK YOU