Dispatcher:
“911, what is the nature of your emergency?”

Caller:
“There’s somebody with a gun in the main entrance and I don’t . . .”

Active shooter situations are unpredictable and evolve quickly.

Are you prepared?
Today’s Discussion

- Active Shooter Overview
- Previous active shooter incidents
- Evolution of police response / Police response tactics
- FBI Joint Intelligence Bulletin and protective measures
- Response to an active shooter situation
- What to do when law enforcement arrives
- Additional DHS resources
Active Shooter Situation Overview

- Active shooters can attack workplaces, schools, hospitals, etc.
- Although many perpetrators have a history of negative—sometimes violent—behavior, there is still no single, one-size-fits-all profile of an active shooter.
Active Shooter Incident Characteristics

- An active shooter is an individual actively engaged in killing or attempting to kill people in a confined and populated area.

- In most cases, there is no pattern or method to the selection of victims.

- Most active shooter situations are unpredictable and evolve quickly.

- Preparedness and awareness are key to helping protect our employees, our customers, and ourselves.
Recent Active Shooter Incidents

- July 31, 2014: CEO of Arrowstream seriously wounded in a murder/suicide attempt involving 2 senior executives in Chicago, IL (gunman killed due to self-inflicted GSW)
- September 16, 2013: 13 people (including the gunman) were killed at the Headquarters of the Naval Sea Systems Command inside the Washington Navy Yard in Southeast Washington, D.C.
- December 14, 2012: 27 people (including the gunman) were killed at Sandy Hook Elementary School (plus one additional victim related to the gunman in a nearby residence) in Newtown, CT
- August 5, 2012: 7 people (including the gunman) were killed in a Sikh temple in Oak Creek, WI
Other Active Shooter Incidents

- July 20, 2012: 12 people were killed and 58 injured in a movie theater in Aurora, CO
- January 8, 2011: 6 people were killed and 13 (including U.S. Representative Gabrielle Giffords) were injured in a supermarket parking lot in Tucson, AZ
- November 5, 2007: 13 people were killed and 29 injured at a military base in Ft. Hood, TX
- April 16, 2007: 32 people were killed and 17 wounded at Virginia Tech in Blacksburg, VA
Texas Tower Incident

- August 1, 1966
- Austin, TX
- Suspect: Charles Whitman
- Killed: 16 (including wife, mother and unborn baby)
- Wounded: 31 (as far away as two blocks)
- Killed by two police officers
Columbine High School

- April 20, 1999
- Littleton, CO
- Suspect: Harris and Klebold
- Killed: 13
- Wounded: 24
- Both suspects planned the attack as well as to commit suicide
Evolution of Police Response

- Pre-Columbine High School
  - Conventional response
  - Establish perimeter and call SWAT

- Post-Columbine High School
  - Unconventional response
  - Immediate Action Rapid Deployment (IARD)
2012 Joint Intelligence Bulletin

The FBI analyzed 154 active shooter events in the United States between 2002 and 2012 that included 3 or more individuals being shot

- Some of the facts about the shooters:
  - Deceased after the event, 51%
  - Committed suicide, 43%
  - Shot and killed by responders, 8%
  - Arrested, 45%
  - Unidentified, 4%
  - Male, 96%
  - Acted alone, 96%

- The most common identified motivations:
  - Workplace retaliation, 21%
  - Domestic disputes, 14%
  - Academic retaliation by a current or former student, 7%
  - No clear motivation revealed, 40%
Active shooter events most commonly occurred in a workplace environment (37 percent) or academic setting (17 percent).

Many active shooters were described as social isolates, harbored feelings of hate and anger, and/or had some reported contact with mental health professionals.

Mental illness is commonly referenced as a potential contributing factor, but its causal impact on the attack can only be speculated.

Very few active shooters had previous arrests for violent crimes.

Common catalysts or triggers observed include: loss of significant relationships, changes in financial status, loss of a job, changes in living arrangements, major adverse changes to life circumstances, and/or feelings of humiliation or rejection on the part of the shooter.
2014 Joint Intelligence Bulletin – Protective Measures

- Ensure you are familiar with current active shooter and other emergency response plans
- Establish safe rooms within the confines of facilities
- Establish communication protocols and means to instruct personnel on immediate personal protective actions (e.g. evacuation, shelter-in-place)
- During times of heightened threat, maintain awareness of travel patterns and, if possible, vary times and routes to avoid predictability
- Exercise caution when discussing travel or personal matters on social media, unsecured networks, and in public settings
2014 Joint Intelligence Bulletin – Protective Measures (Cont.)

- Raise awareness among employees by conducting “all hazards” training
- Ensure that emergency communications equipment is present and operable
- Report missing or stolen equipment to proper authorities
- Be familiar with the “See Something, Say Something” campaign and appropriately report all odd or suspicious activity to corporate safety/security officers and/or local law enforcement
- During periods of heightened threat, increase visibility of armed security and/or law enforcement personnel in areas adjacent to and in front of security checkpoints to deter unwanted activity
Workplace Violence Scenario Video
Potential Indicators

Thoughts
- Talk of previous violent incidents
- Unsolicited focus on dangerous weapons
- Expressions of paranoia or depression
- Overreaction to workplace changes

Feelings
- Depression or withdrawal
- Unstable, emotional responses
- Feeling either arrogant and supreme, or powerless
- Intense anger or hostility

Behaviors
- Increased use of alcohol or drugs
- Violations of company policies
- Increased absenteeism
- Exploiting or blaming others

If others recognize and report these behaviors, the employee may be assisted, supported, and treated. It is important for employers to establish communication procedures for reporting these concerns. Depending on company policy, employees should alert the Human Resources Department or Safety/Security Department.
Response to an Active Shooter Situation

- In an active shooter situation, you should quickly determine the most reasonable way to protect your own life. You should:
  1. **Run**: If there is an accessible escape path, attempt to evacuate the premises
  2. **Hide**: If evacuation is not possible, find a place to hide where the active shooter is less likely to find you
  3. **Fight**: As a last resort, and only when your life is in imminent danger, attempt to disrupt and/or incapacitate the active shooter

- It is important to train employees they can react if they are confronted with an active shooter situation
- These situations evolve quickly, therefore, quick decisions could mean the difference between life and death
- If you are in harm’s way, you will need to quickly decide on the safest course of action based on the scenario unfolding before you
Run

If you suspect an active shooter situation, you must quickly determine the most reasonable way to protect your own life; if there is an accessible escape path, attempt to evacuate the premises

- Always have an escape route/plan in mind
- Leave your belongings behind
- Be sure to:
  - Warn others not to enter an area where the active shooter may be
  - Help others escape, if possible
  - Evacuate regardless of whether others agree to follow
  - Do not attempt to move wounded people
  - Keep your hands visible
  - Follow the instructions of any police officers
Hide

If safe evacuation is not possible, find a place to hide where the active shooter is less likely to find you. Your hiding place should:

- Be out of the shooter’s view
- Provide protection if shots are fired in your direction (i.e., an office with a closed and locked door)
- Not trap or restrict your options for movement

To prevent a shooter from entering your hiding place:

- Lock the door
- Blockade the door with heavy furniture
- Close, cover, and move away from the door
Fight

As a last resort, and only when your life is in imminent danger, should you attempt to incapacitate the shooter by acting with physical aggression

- Act as aggressively as possible against him/her
- Throw items and improvise weapons
- Yell
- Commit to your actions
When Law Enforcement Arrives

- Remain calm and follow instructions
- Keep hands raised and spread fingers
- Do not grab officers or make sudden movements
- Listen – they will be giving instructions
- Proceed to the exit directed. If injured, ambulatory aid will be given outside
- Give details of shooters(s) to the officers (ex.: try to remember and advise officers of the description, numbers (shooters & victims), and weapons).
Options for Consideration Video
Training and Outreach Materials

DHS materials consist of three products:

- Basic Guide Book
- Pocket Emergency Measures Guide
- Break Room Poster

To download these materials visit: www.dhs.gov/activeshooter
Online Training

DHS released “Active Shooter, What You Can Do” (IS-907), an online training course available through the Federal Emergency Management Agency Emergency Management Institute:

http://training.fema.gov/EMIWeb/IS/IS907.asp

The self-paced course takes approximately 45 minutes to complete.

Upon completion, participants can take a short online "final exam" that is instantly scored. A certificate is provided to participants who finish the course and pass the final exam.