

ACTIVE SHOOTER

WHAT WOULD YOU DO?

NC-IPMA Conference

March 2016



Sgt. Warren Kennedy

Retired

Sworn Law Enforcement Officer Since 1986

AAS – Criminal Justice Technology (JSCC), BIS – Criminal Justice (UNC-P)

Certified Instructor : Anti-Terrorism, Rapid Deployment, Explosives & Haz-Mat, CPR & AED

COURSE OBJECTIVES

- ▶ Describe actions to take when confronted with:
 - ▶ An active shooter.
 - ▶ Law enforcement officers who are responding to the situation.
- ▶ Recognize potential workplace violence indicators.
- ▶ Describe actions to take to prevent and prepare for potential active shooter incidents.
- ▶ Describe how to manage the consequences of an active shooter incident.

Active shooter situations are unpredictable and evolve quickly.

Are you prepared?



Since 1909, there have been 272 acts of targeted violence on 218 different colleges and universities in the United States.

Between 1994 and 2003, 164 workplace shootings occurred, resulting in 290 people killed and 161 wounded.

Since 1999, over 425 people have died in incidents involving deadly force at faith-based organizations in the United States.

FBI study reveals an average of six incidents per year from 2000 through 2006. The number rose to 16 incidents annually during 2007 – 2013.

ACTIVE SHOOTER INCIDENTS

Where we:

- ▶ Work
- ▶ Learn
- ▶ Worship
- ▶ Shop
- ▶ Exercise Free Speech



The FBI defines an active shooter as “an individual actively engaged in killing or attempting to kill people in a confined and populated area.”
These kinds of incidents have been on the rise in recent years.

ABOUT ACTIVE SHOOTER INCIDENTS

- ▶ More frequent.
- ▶ Anger, revenge, ideology, untreated mental illness.



ACTIVE SHOOTER SITUATIONS



- ▶ Unpredictable.
- ▶ Evolve quickly.
- ▶ Usually continue until stopped by law enforcement, suicide, or intervention.

COURSE TOPICS



Respond



Prepare



Follow Up

DISCUSSION: RESPONSE

**What actions should you
take to keep yourself safe
in an active shooter
situation?**

HOW TO RESPOND



Respond

- Get Out/Evacuate (Run)
- Lockout (Hide)
- Take Action (Fight)

GET OUT / EVACUATE (RUN)

- ▶ Have an escape route and plan in mind.
- ▶ Leave your belongings behind.
- ▶ Help others escape, if possible.
- ▶ Evacuate regardless of others.
- ▶ Warn/prevent individuals from entering.



GET OUT / EVACUATE (RUN)

- ▶ Do not attempt to move wounded people.
- ▶ Keep your hands visible.
- ▶ Follow police instructions.
- ▶ Call 911 when safe.



**Why do police
need to see
your hands?**

LOCKOUT (HIDE)

Your hiding spot should:

- ▶ Be out of the active shooter's view.
- ▶ Provide protection if shots are fired.
- ▶ Not restrict options for movement.



KEEPING YOURSELF SAFE WHILE HIDING



If the shooter is nearby:

- ▶ Lock the door.
- ▶ Hide behind large item (e.g., cabinet, desk).
- ▶ Silence cell phone/pager.
- ▶ Remain quiet.

IMPORTANT INFORMATION

- ▶ Provide law enforcement or 911 operators with:
 - ▶ Location of shooter.
 - ▶ Number of shooters.
 - ▶ Physical description of shooters.
 - ▶ Number and types of weapons.
 - ▶ Number of potential victims.



TAKE ACTION (FIGHT)



As an absolute last resort:

- ▶ Act as aggressively as possible.
- ▶ Improvise weapons and throw items.
- ▶ Yell.
- ▶ Commit to your actions.

DISCUSSION: REACTION OF MANAGERS

What should managers do in an active shooter situation?

WHAT WOULD YOU DO?

1. Look around your workplace. Consider what you would do in an active shooter situation and whether it would be better to escape or hide.
2. Come up with a list of actions you would take to protect yourself and those around you.
3. As a Manager, don't wait on others as your subordinates will look to you for guidance and leadership.

DISCUSSION

What actions should you take when law enforcement arrives?

LAW ENFORCEMENT'S ROLE

Immediate purpose:

- ▶ Stop the active shooter.
- ▶ Proceed to area where last shots heard.
- ▶ First priority is to eliminate the threat.



ADDITIONAL OFFICERS AND RESCUE TEAMS

Teams may:

- ▶ Wear bulletproof vests, helmets, and other equipment.
- ▶ Be armed with rifles, shotguns, and/or handguns.
- ▶ Shout commands.
- ▶ Push individuals to the ground for their safety.



REACTING TO LAW ENFORCEMENT

- ▶ Remain calm.
- ▶ Put down any items.
- ▶ Raise hands and spread fingers.
- ▶ Avoid quick movements.
- ▶ Avoid pointing, screaming, or yelling.
- ▶ Proceed in direction from which officers are entering.
- ▶ Follow any orders/directions given by officers.



SAFE LOCATION



Area controlled by law enforcement until:

- ▶ The situation is under control.
- ▶ All witnesses are identified and questioned.



COURSE TOPICS



Respond



Prepare



Follow Up

DISCUSSION: PREPARATION

**How can you
prepare for and
prevent active
shooter situations?**

HOW TO PREPARE



- ▶ Develop an Emergency Action Plan (EAP).
- ▶ Conduct training.
- ▶ Recognize indicators of potential workplace violence.

DEVELOPING AN EMERGENCY ACTION PLAN

Get input from:

- ▶ Law Enforcement
- ▶ Emergency Management Director
- ▶ Property/Building managers
- ▶ Safety Director
- ▶ Fire Department
- ▶ Other emergency responders
- ▶ NC-IPMA
- ▶ ICMA



COMPONENTS OF AN EFFECTIVE PLAN

- ▶ A preferred method for reporting different types of emergencies.
- ▶ An evacuation policy and procedure.
- ▶ Emergency escape procedures and route assignments.
- ▶ Contact information for individuals to be contacted under the Emergency Action Plan.
- ▶ Information concerning local area hospitals.
- ▶ An emergency notification system to alert various parties of an emergency.

CONDUCTING TRAINING



Employee training should include:

- ▶ Identifying the sound of gunfire.
- ▶ Reacting quickly.
- ▶ Calling 911.
- ▶ Reacting when law enforcement arrives.
- ▶ Adopting a survival mindset during a crisis.

MEET EVERYONE'S NEEDS

Ensure that plans assess and provide for functional needs:

- ▶ Hearing or sight
- ▶ Mobility
- ▶ Americans with Disabilities Act
- ▶ Limited or no English proficiency
- ▶ Consult with Legal Team



CONSIDERATIONS

- ▶ Institute access controls.
- ▶ Activating the emergency notification system.
- ▶ Ensure two evacuation routes.
- ▶ Assemble crisis kits.
- ▶ Post evacuation routes.



CONSIDERATIONS

- ▶ Place removable floor plans near entrances and exits.
- ▶ Include law enforcement and first responders in training.
- ▶ Encourage active shooter training.
- ▶ Foster a respectful workplace.
- ▶ Be aware of workplace violence indicators.



RECOGNIZING INDICATORS OF VIOLENCE



WORKPLACE VIOLENCE INDICATORS

- ▶ May be current or former employee.
- ▶ May display characteristics of potentially violent behavior.



HUMAN RESOURCES RESPONSIBILITIES

- ▶ Conduct effective background checks.
- ▶ Create system for reporting violent behavior.
- ▶ Make counseling available (EAP).
- ▶ Develop plan dealing with an active shooter situation.



SELF-ASSESSMENT

1. At some point in the very near future, take some time and conduct a full self-assessment.
2. Write down action steps you can take for areas you identify as needing improvement.
3. Remember, this is a self-assessment, so be honest!

COURSE TOPICS



Respond



Prepare



Follow Up

HOW TO FOLLOW UP

Important to:

- ▶ Manage consequences
- ▶ Capture lessons learned



Results:

- ▶ Promotes well-being of those involved
- ▶ Facilitates preparedness for future emergencies



MANAGING THE CONSEQUENCES

- ▶ Determine who is missing or injured.
- ▶ Determine a method for notifying families.
- ▶ Assess psychological state of individuals (EAP).
- ▶ Identify and fill critical personnel or operational gaps.



LESSONS LEARNED

- ▶ Document response activities.
- ▶ Identify successes and failures.
- ▶ Provide analysis of existing plan effectiveness.
- ▶ Describe plans for improvements.



COURSE SUMMARY

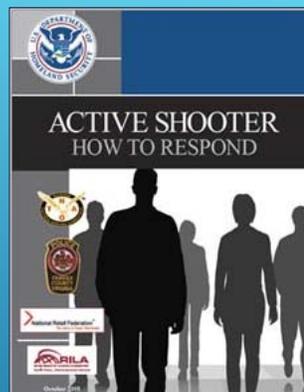
- ▶ Get Out / Evacuate (Run)
- ▶ Lockout (Hide)
- ▶ Take Action (Fight).
- ▶ Call 911 when it is safe to do so!
- ▶ Always take note of the two nearest exits.
- ▶ Be aware of your environment and possible dangers.



WORKPLACE VIOLENCE RESOURCES

Resources include:

- ▶ Active Shooter Booklet
- ▶ Active Shooter Pocket Guide
- ▶ Active Shooter Poster



FEEDBACK



Questions?

Your comments and
concerns are
important!

