Presentation Overview

This presentation provides guidance to individuals, including Supervisors, Staff and employees, so that they can prepare to respond to an active shooter situation.

By the end of this course, you will be able to:

• Describe actions to take when confronted with an active shooter and responding law enforcement officials.
• 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.

Not all recommendations provided here will be applicable at every facility/situation. This course is intended to provide guidance to enhance facility-specific plans and procedures.
Active Shooter Profile

An active shooter is an individual actively engaged in killing or attempting to kill people in a confined space or other populated area. In most cases, active shooters use firearms and there is no pattern or method to their selection of victims. Active shooter situations are unpredictable and evolve quickly. Typically, the immediate deployment of law enforcement is required to stop the shooting and mitigate harm to victims. Active shooters usually will continue to move throughout a building or area until stopped by law enforcement, suicide, or other intervention.
Active Shooter Resources

Your School’s “Lockdown” Procedure
Your School’s GCPD Resource Officer
Gloucester City Police Department
Gloucester City Office of Emergency Management
Camden County Sherriff’s Office
Camden County Prosecutor’s Office
Camden County Office of Emergency Management
New Jersey State Police Office of Emergency Management

“YOU ARE NOT ALONE!!!”
Active Shooter Incidents

Losing a loved one to a random act of violence is unthinkable. Unfortunately, recent events serve to remind us that we are not immune from these types of tragedies.

As we know, an active shooting event can occur at any time or any place.

Most active shooter situations are unpredictable and evolve quickly. Because most incidents are over within minutes, we must be prepared to deal with the situation until law enforcement personnel arrive.

And, preparedness and awareness are the keys to helping protect our students, our coworkers, and ourselves.
Understanding Active Shooter Incidents

• Active shooter incidents are becoming more frequent.
• All employees can help prevent and prepare for potential active shooter situations.
• An active shooter is an individual killing or attempting to kill people in a confined and populated area.
• Typically, there is no pattern in the selection of victims in an active shooter incident.
• Common motives include, anger, revenge, ideology, and untreated mental illness.
Good practices for response include:

• If you **suspect** a potential 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 and plan in mind even if you are just visiting. And, make sure to leave your belongings behind and keep your hands visible.

• If evacuation is not possible, you should find a place to hide where the active shooter is less likely to find you. Block entry to your hiding place and lock the doors. Use heavy items to barricade yourself if possible. And, remember to remain quiet and silence your cell phone or pager.

• As a last resort, and only when your life is in imminent danger, you should attempt to incapacitate the shooter by acting with physical aggression and throwing items at the active shooter. And, call 911 when it is safe to do so.

• If you are a supervisor or “uniformed” official, employees and students are likely to follow your lead. So, it’s essential that you remain calm and take immediate action. The key is to be aware of your environment and any possible dangers.

• However, if you do need to respond, remember: try to evacuate. If you cannot evacuate, then hide. As a last resort, take action.

  PERFORMANCE AGAINST PLAN!!!/Call 911 WHEN IT IS SAFE TO DO SO!
How To Respond
http://www.njhomelandsecurity.gov/active-shooter-response-training/

Let’s review the key points from the video presentation. In an active shooter situation, you should quickly determine the most reasonable way to protect your own life. You should:

1. **RUN!!! (aka React):** 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 for employees to be trained so that they can react if they are ever confronted with an active shooter situation. As these situations evolve quickly, quick decisions could mean the difference between life and death. If you are in harm’s way, you will need to decide rapidly what the safest course of action is based on the scenario that is unfolding before you.
REACT (aka RUN!!!)

Adhere to the school’s established policy and drills.
• Warn individuals not to enter an area where the active shooter may be.
• Have a route and plan in mind to get to a secure area.
• Leave your belongings behind.
• Prevent individuals from entering an area where the active shooter may be.
• Keep your hands visible.
• Follow the instructions of any police officers.
• Do not attempt to move wounded people.
• Call 911 when it is safe to do so.
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 active shooter’s view.
- Provide protection if shots are fired in your direction (i.e., an office with a closed and locked door).
- Not trap you or restrict your options for movement.

To prevent an active shooter from entering your hiding place:

- Lock the door.
- Blockade the door with heavy furniture.
- Close, cover, and move away from windows.
Keeping Yourself Safe While Hiding

If the active shooter is nearby:
• Lock the door.
• Silence your cell phone and/or pager. (Even the vibration setting can give away a hiding position.)
• Hide behind large items (i.e., cabinets, desks).
• Remain quiet.

Consider the difference between cover and concealment. Cover will protect from gunfire and concealment will merely hide you from the view of the shooter. Choose the best space that is available quickly.
TAKE NOTE:

When possible, provide the following information to law enforcement officers or 911 operators:

• Location of the active shooter.
• Number of shooters, if more than one.
• Physical description of the shooter(s).
• Number and type of weapons held by the shooter(s).
• Number of potential victims at the location.
FIGHT!!

As an absolute last resort, and only when your life is in imminent danger, attempt to disrupt and/or incapacitate the active shooter:

• Act as aggressively as possible against him/her.
• Throw items and improvise weapons.
• Yell.
• Commit to your actions.
Reactions of Supervisors or “Uniformed” Personnel

When an emergency occurs, students and visitors will look to employees to direct them to safety, as you are familiar with the building and workspace. Students and visitors are likely to follow the lead of supervisors or “uniformed” officials during an emergency situation.

During an emergency, supervisors should be prepared to:

• Take immediate action.
• Remain calm, professional, and prepared to lead.
• Lock and barricade doors.
• Evacuate employees and students via a viable, preplanned evacuation route to a safe area. (May be “just in time”)

When pre-selecting shelter-in-place locations, consider any safe areas within the facility. (May be “just in time”)
When Law Enforcement Arrives

The primary goal of law enforcement is to eliminate the threat and stop the active shooter as soon as possible. They will not be able to stop to help injured persons until the environment is safe. Officers may arrive in teams with tactical equipment such as vests, helmets, and rifles. Officers will need to take command of the situation. Expect to experience officers shouting orders and even pushing individuals to the ground for their safety.

When law enforcement officials arrive, it is important that you:

• Remain calm and follow instructions.
• Put down any items and immediately raise your hands while spreading your fingers.
• Avoid making any sudden movements
• and keep your hands visible at all times.

Do not ask officers for help while you are being evacuated from the scene. Rescue personnel will be in a safe area and responding to provide assistance.

After you reach a safe location or assembly point, you’ll be asked to cooperate by providing information to investigators.

Knowing what to expect will help you assist law enforcement officials as they work to stop an active shooter and eliminate the threat.
Law Enforcement’s Role

Let’s review what to expect when law enforcement officials arrive at an active shooter scene.

Law enforcement’s immediate purpose is to stop the active shooter as soon as possible. Officers will proceed directly to the area in which the last shots were heard.

The first officers to arrive at the scene will not stop to help injured persons because their first priority is life safety, so they will need to secure the scene first.

When there is an emergency such as an active shooter incident, it is important to remember that officers arriving on scene may be coming from many different duty assignments and will likely be in various types of uniforms and even in street clothes. Do not be surprised by the variances in appearance, as law enforcement officials are trained to react quickly and work together.
Additional Officers and Rescue Teams

Additional officers may arrive in teams. These teams may:

- Wear regular patrol uniforms or external bulletproof vests, Kevlar helmets, and other tactical equipment.
- Be armed with rifles, shotguns, and/or handguns.
- Use pepper spray or tear gas to control the situation.
- Shout commands, and may push individuals to the ground for their safety.

Emergency medical personnel will also arrive at the scene. FD and EMS Rescue teams will treat and remove any injured persons. These teams may also request able-bodied individuals to assist in removing the wounded from the premises.
How To React

When law enforcement arrives:

• Remain calm, and follow officers’ instructions.
• Put down any items in your hands (i.e., bags, jackets).
• Immediately raise hands and spread fingers.
• Keep hands visible at all times.
• Avoid making quick movements toward officers such as attempting to hold on to them for safety.
• Avoid pointing, screaming, and/or yelling.
• Do not stop to ask officers for help or direction when evacuating—just proceed in the direction from which officers are entering the premises.
Information and Assembly Points

After you have reached a safe location or assembly point, you will likely be held in that area by law enforcement until the situation is under control, and all witnesses have been identified and questioned.

Do not leave the safe location or assembly point until law enforcement authorities have instructed you to do so.

Should we post “Rally Points”/“Safe Rooms?”
Emergency Action Plan

To best prepare staff, employees, etc., for an active shooter situation, the first thing you should do is create and/or follow an Emergency Action Plan. (Performance Against Plan)

Create the Emergency Action Plan with input from several stakeholders including your security department, your Emergency Management Office, facility “owners/operators”, your facility manager, and local/county law enforcement and other emergency responders as needed. (Rescue Task Force)

The Emergency Action Plan will prepare everyone to respond effectively and help minimize loss of life.

(LOCKDOWN Procedures: Practice as if your life depends on it for it may!!!)
Components of an Effective Emergency Action Plan

An effective Emergency Action Plan includes:

- A preferred method for reporting fires and other emergencies.
- An evacuation policy and procedure.
- Emergency escape procedures and route assignments (i.e., floor plans, safe areas).
- Contact information for—and responsibilities of—individuals to be contacted under the Emergency Action Plan.
- Information concerning local area hospitals (i.e., name, telephone number, and distance from your location).
- An emergency notification system to alert various parties of an emergency, including:
  - Individuals at remote locations within premises.
  - Local law enforcement.
  - Local/County Office of Emergency Management.
    - PRACTICE...**PRACTICE**...**PRACTICE**!!!
Training Exercises

Another important aspect of preparedness is training. The most effective way to train to respond to an active shooter situation is to conduct mock active shooter training exercises. Your GCPD School Resource Office and the GCPD are an excellent resource in designing these training exercises.

Employees should be trained in:

• Recognizing the sound of gunshots.
• Reacting quickly when gunshots are heard and/or when a shooting is witnessed. Training should cover:
  – Evacuating the area.
  – Hiding out.
  – Acting against the shooter as a last resort.
• Calling 911.
• Reacting when law enforcement arrives.
• Adopting the survival mindset during times of crisis.
Meeting Everyone’s Needs

In addition to developing an Emergency Action Plan and conducting training, you should:

• Ensure that plans, evacuation instructions, and any other relevant information include provisions for individuals access and functional needs.

• Ensure that your building is accessible for individuals with access and functional needs, in compliance with Americans with Disabilities Act (ADA) requirements.
Facility Managers’ Responsibilities

Facility managers should:

• Institute access controls (e.g., keys, security system pass codes, enforce wearing of GCSD identification).

• Distribute critical items to appropriate managers/employees, including:
  – Floor plans.
  – Daily schedule.
  – Radios. (Telephone tree will work if facility does not possess radios)
  – Employee roster and emergency contact numbers.
  – First aid kits. (B-CON Training)
  – Flashlights.

• Identify “who” to call and “when” to call them

• Ensure that the facility has at least two evacuation routes and that they are posted in conspicuous locations throughout the facility (Existing Fire Evacuation Plan)

• Coordinate with the Director of Security to ensure the physical security of the location.

• Place removable floor plans near entrances and exits for emergency responders.

• Foster a respectful workplace.

• Be aware of indications of workplace violence and take remedial actions accordingly.
Shooters’ Relationship with Victims

- Professional: 38%
- Academic: 22%
- None: 26%
- Other: 8%
- Familial: 6%
Age of Shooter (Bi-Modal: School 15-19; Other 35-44)
Incident Resolution

- Applied Force: 93 incidents
- No Applied Force: 28 incidents
- Suicide/Attempted Suicide: 80 incidents
- Attacker Fled: 1 incident
Workplace Violence Typology

Expanded Typology

Traditional Typology

Type I: Criminal Intent
Type II: Customer/Client
Type III: Worker-on-Worker
Type IV: Intimate Partner
Type V: Ideological Violence
Recognizing Potential Workplace Violence

An active shooter in your workplace may be a current or former student/employee, or an acquaintance of a current or former student/employee.

Intuitive supervisors and coworkers may notice characteristics of potentially violent behavior in an employee/student. Alert your supervisor or GCPD school resource officer if you believe a student or coworker exhibits potentially violent behavior.
Indicators of Potential Violence

People typically do not just “snap,” but display indicators of potentially violent behavior over time. If these behaviors are recognized, they can often be managed and treated.

Indicators of potentially violent behavior by a coworker/student may include:

• Depression/withdrawal.
• Repeated violations of school policies.
• Explosive outbursts of anger or rage without provocation.
• Behavior that may suggest paranoia (e.g., “everybody is against me”).
• Escalation of domestic problems into the workplace.
• Talk of severe financial problems.
• Talk of previous incidents of violence.

Report violent acts or threats of violence to your immediate supervisor, security or GCPD School Resource Officer. Regardless of the type of workplace violence, the chances for prevention improve with increased awareness of potential warning signs and rapid response to a problem.
Self-Assessment: Your Preparedness

Instructions: Answer the following questions to assess your level of preparedness for dealing with potential active shooter incidents and other workplace emergencies.

Identify 2 exit routes out of this room/building. Do the same for your primary work area.

If you had to hide in your primary work area what rooms/areas provide the greatest cover and concealment. (Heavy, locked doors, “stuff” to get between you and them, etc.)

What items in this room or immediately available could be used as weapons? What might be available in your primary work area?

Do you know how to silence your cell phone?

Are the phone numbers, (cell included), of all you and your coworkers up to date and in the Emergency Action Plan and provided to leadership as they change?
Follow up Actions

After an incident occurs, it is important to manage the consequences, and analyze the lessons learned. Post-event activities include accounting for missing persons, determining a method for notifying families of victims, and referring individuals at the scene for follow-up care including grief counseling.

To facilitate effective planning for future emergencies, it is important to analyze the recent active shooter situation and create an after action report. And these lesson learned should be used to refine the Emergency Action Plan and provide needed training.

Managing the consequences of an incident and identifying lessons learned promotes the well-being of those involved and facilitates preparedness for future emergencies.
Additional Resources

New Jersey Department of Homeland Security Active Shooter Resources: http://www.njohsp.gov/activeshooter


Course Summary

In the event of an active shooter situation:

• **RUN!!!**
  - Attempt to evacuate.
  - Have an escape route and plan
  - Leave your belongings
  - Keep your hands visible

• **HIDE!!!**
  - Find a place to hide
  - Block entry and lock doors
  - Remain quiet and silence your cell phone or pager

• **FIGHT!!! (As if your life depends on it for it will!!!)**
  - As a last resort, try to incapacitate the shooter
  - Act with physical aggression

• Remember to always:
  - Take note of the two nearest exits in any facility you visit.
  - Be aware of your environment and any possible dangers.

  **PERFORMANCE AGAINST PLAN!!! CALL 911 WHEN IT IS SAFE TO DO SO!!**