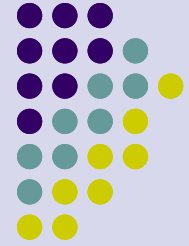
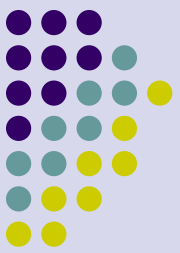


# Active Shooter Prevention, Response & Aftermath

---

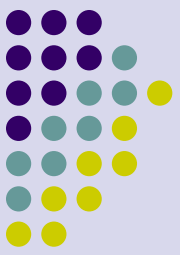


Presented by  
Kelly Ann Pidgeon



# Introduction

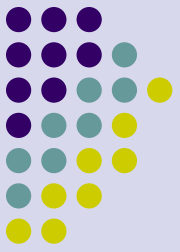
- Gunmen identify soft targets in diverse settings, from concerts in Las Vegas to church services in small towns – the next looking to “one-up” the last one.
- No place safe from the bad intentions of the mentally ill, disgruntled, and politically-motivated.
- Instead of “thoughts and prayers” let’s employ planning and action



# Definition

- Active Shooter – an individual actively engaged in killing or *attempting to kill* people in a confined and populated area (*doesn't mean someone was killed*)
- Mass Shooting – an event where **4 or more** people have been **fatally shot**
  - “Motive appears to be mass murder; it is not a byproduct of an attempt to commit another crime”

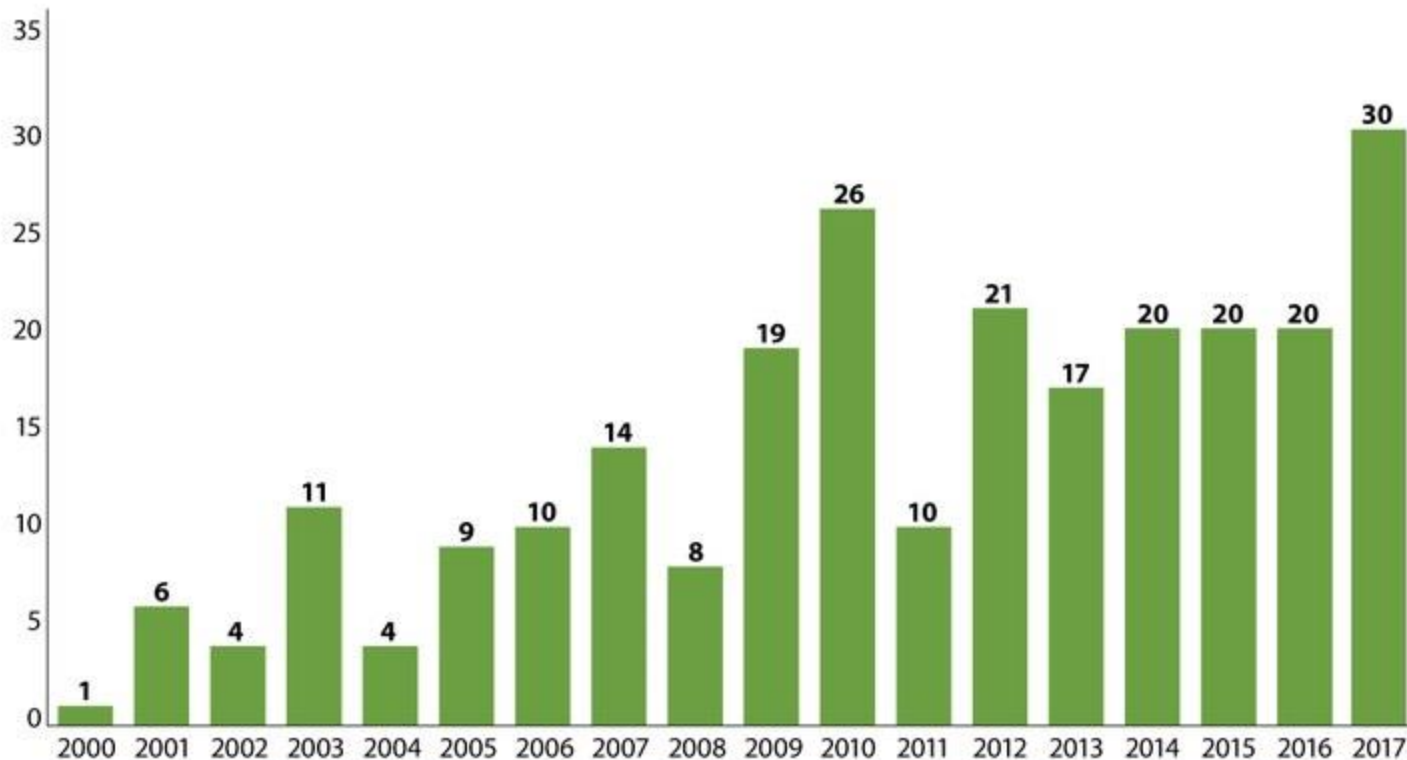
- Blair, Martaindale, Nichols



# Background

- Active Shooter events have been steadily on the rise; FBI criteria doesn't always match the actual event.

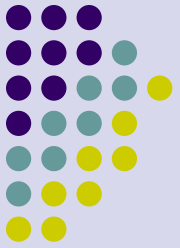
**Quick Look:** 250 Active Shooter Incidents in the United States From 2000 - 2017  
**Incidents Per Year**



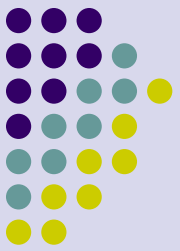
Source: Federal Bureau of Investigation, 2017

Source: FBI

# Background



- More than 15% of the incidents involved shootings at multiple locations.
- In nearly 40% of cases, the shooters had **no apparent relationship to the shooting locations**
- Only 1.3% of the shootings involved more than one shooter
- The majority of the shootings took place in a business
- Time is a huge factor in response tactics
- The majority of the incidents (56%) ended by the shooter's own initiative.
- Unarmed citizens ended a significant number (13%) of events
- Goal of the shooter is fame



# Top 3 Potential Threats

Narcotics Robbery – timely deliveries

Fentanyl, Oxycontin, other opioids or controls

Routine deliveries/protocols will be noticed

Front desk – eyes on everyone walking in the door (Leah's story)

Murder:Suicide

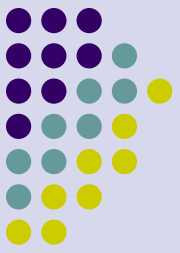
spouse/parent - need to end the "suffering"

Domestic Issues (Ruth's story)

Encourage staff to provide PFAs

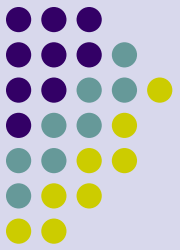
Keep photos/vehicle description

Don't share schedules/give out staff info



# These make it easier

- 24/7 visitation by law – unlocked front doors
- Rotating shifts of staff
- Sponsoring community events with open doors
- Lack of security – budgetary constraints
- Gun Free Zones – easy targets (show of hands)
- Trusting staff
- Work directly with unpredictable people who are under stress, influence of drugs or have a history of violence or psychotic diagnoses.
- Unrestricted movement of the public inside the facility
- Large number of visitors who are not familiar with emergency procedures and codes



# Call 911..... really?

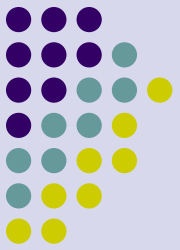
- When an intruder is determined to get into your building, then he will get in
- When an intruder comes into the building with a gun, then he is there to kill
- When the police have been notified, they will respond. Based on history, this is at least a 3-5 minute process.  
For major cities, Nashville has the best response time at 9 minutes; Detroit has the worst at 30 minutes, at best.

## Then there's OSHA

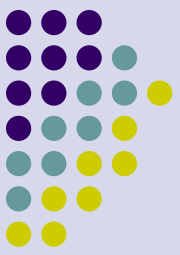
- Requires employers to provide a safe work environment for their employees
- Potential fines can be issued if there is no policy or procedures regarding shooter/adverse threats and if employees weren't educated about them

# Prevention (if possible)

action taken to avoid, deter or stop an imminent threat or actual incident

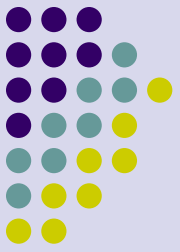


1. **Lessen being “soft target”**
2. **Establish volunteer safety officers & improve security**
3. **Instill a culture of situational awareness**
4. **Have a plan and run drills**



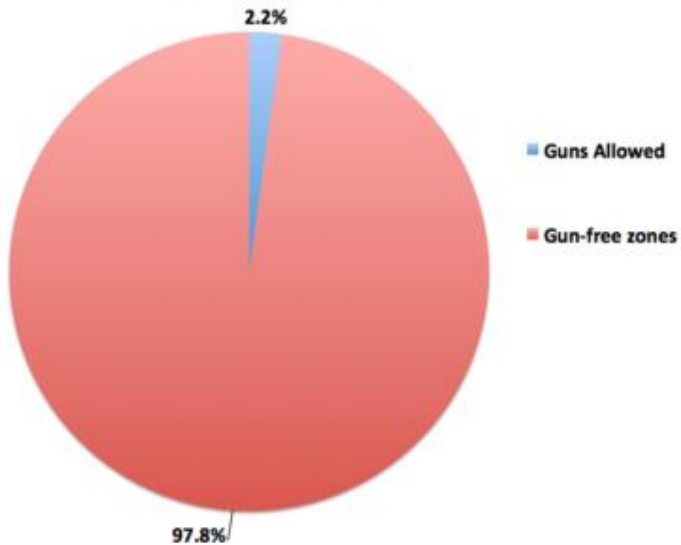
# Soft targets

- A risk area is anywhere **large numbers** of people gather and usually **cannot defend themselves**
- Gun-Free Zones
- **Unlocked**/open to the public facility
- A population that will cause **fear** in the public (school, daycare)
- Those who work directly with **unpredictable** people who are under stress, influence of drugs or have a history of violence or psychotic diagnoses

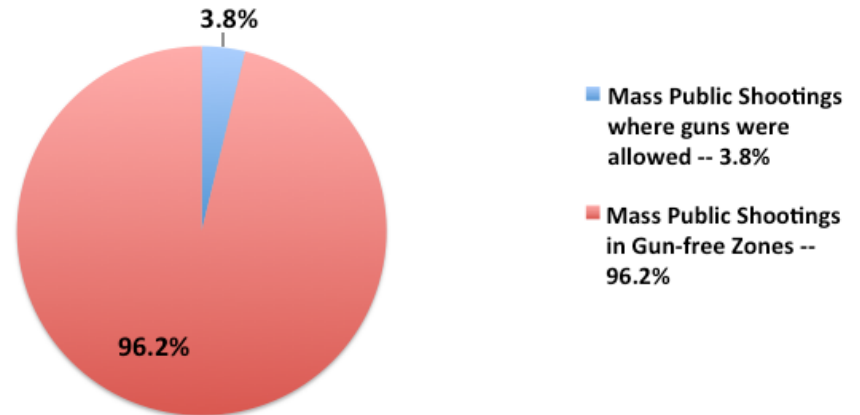


# >96% ASE were in GFZs\*

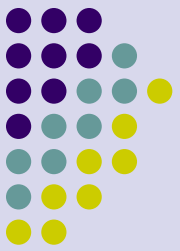
**Mass Public Shootings in Gun-free Zones:  
1950 through May 24, 2018**



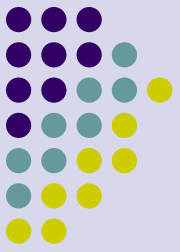
**Percentage of Shootings in Gun-free  
Zones Between January 1998 and  
December 2015**



# Common denominators of an active shooter (not including terrorism)



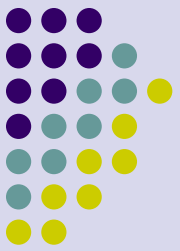
- Multiple risk factors of:
  - Multiple failures academically, socially or romantically
  - Troubled, broken or abusive home
  - Disengaged parents, no responsible adult providing oversight in their lives
  - Psychotic symptoms including hallucinations and delusions



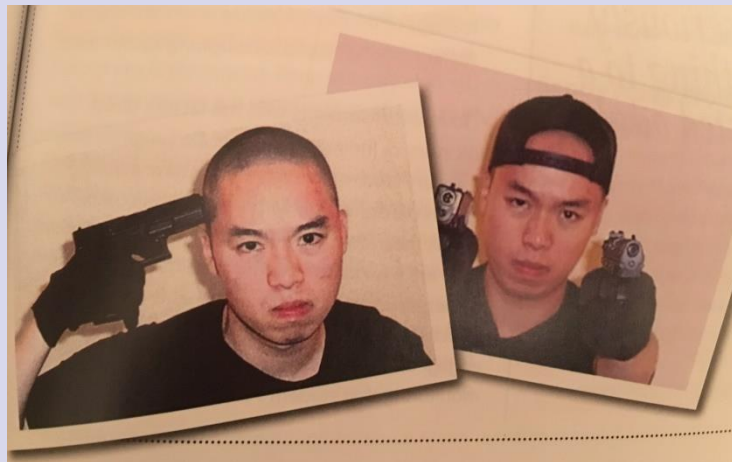
# Direct Indicators\*

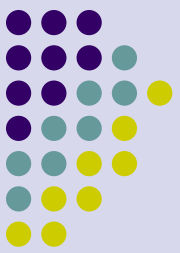
- Actual planning evidence – either physical or electronic
  - Actively seeking an illegal firearms purchase
  - Unexplained stockpiling of firearms, ammunition or components used to make an explosive
  - Written documentation on specific plans or violent “fictional” stories in a real-world setting
  - Telling friends/family to stay away from an area on a specific date
  - Direct threats stating their grievances, verbally or in writing (journal/writing assignment)

# Direct Indicators on Social Media\*



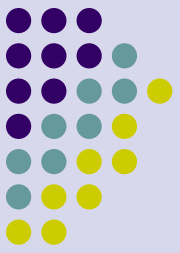
- Posts with admiration for past mass shooters or a terrorist organization, Hitler or Nazi Germany
- Photos showing pointing a gun directly at the camera or at their own head





# Indirect Threats\*

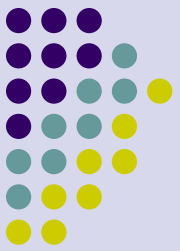
- Most are disengaged from normal social and family relationships, or they express anti-social behavior
  - Socially dysfunctional
  - Difficulty relating emotionally with others
  - May show bullying tendencies
  - Posts of despair, disenfranchised, or feeling the world is conspiring against them



# Noticing then acting

- The Sandy Hook “Say Something” campaign
  - Note the warning signs, signals and threats
  - Act immediately and take it seriously
  - Say something to someone in authority





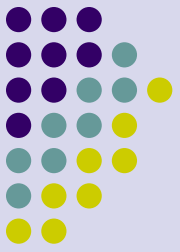
# Creating an EOP\*

- Four Failures
  - Doors without locks/not locked
  - No training for citizens/staff
  - GFZs
  - Missing the signals



# Risk Assessment Cycle



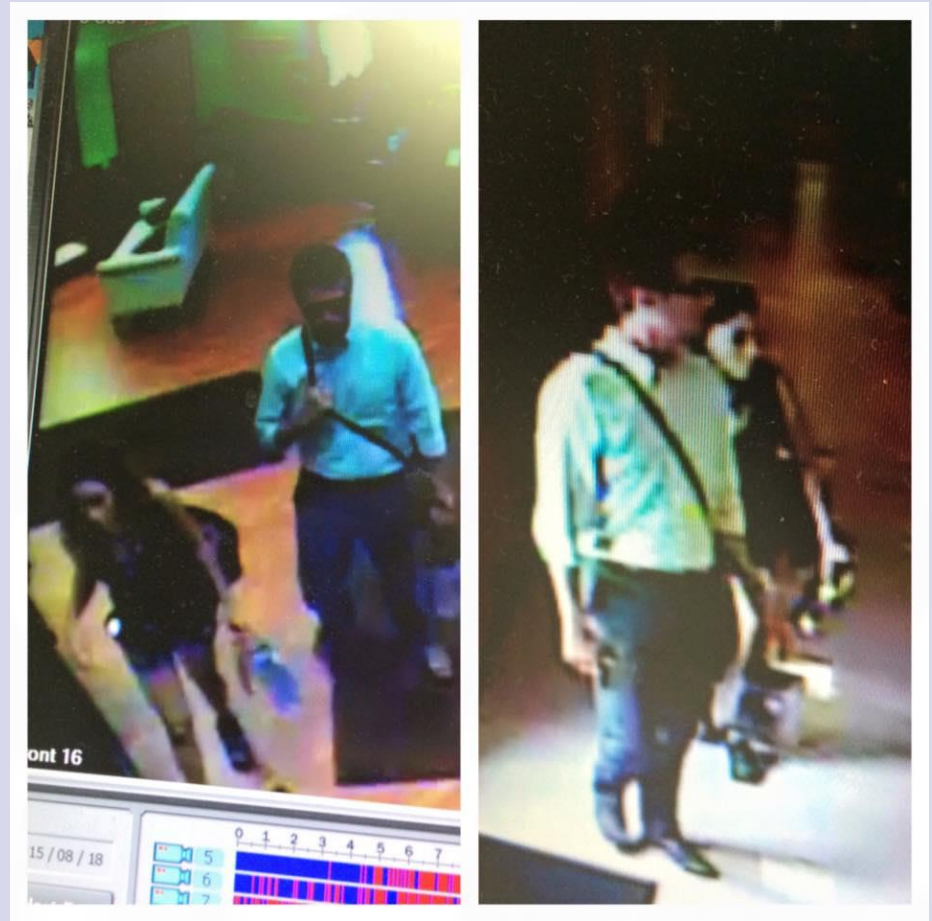
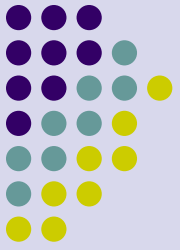


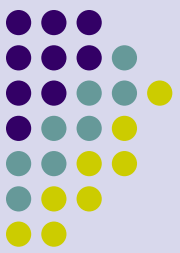
# Keep controls in working order

- Ensure entry doors are locked and **REMAIN** closed and locked;
  - change codes on keypads access
  - deactivate terminated employee swipe cards
- Does the PA system work properly? Are staff trained to use it?
- Is there communication from all rooms/areas?
- Is surveillance system working? Who's watching it?
- Train all staff on EAP – emergency action plan
  - Conduct routine drills



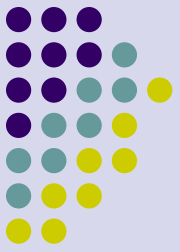
# Common Breaches





# Establish safety officers

- Place friendly, visible greeters at entrances who can look for inconsistencies, such as someone **inappropriately dressed for the weather**. If a person seeking entry is wearing an overcoat in hot weather, it could be because they are concealing a weapon. Having greeters outside could also make it easier to identify those **acting nervously, loitering** in the parking lot, or otherwise exhibiting **suspicious behavior**. Use your intuition.
- Safety personnel should have the ability to close and lock doors to prevent a gunman from entering. Conversely, they can also open all the exits that could be used to direct occupants out of harm's way when necessary.
- These persons should have training in security, firearms, and first aid for bleeding wounds



# Situational Awareness

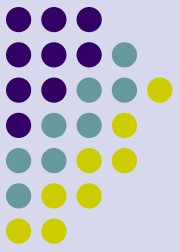
- is being aware of what is happening around you in terms of where you are, where you are supposed to be, and whether anyone or anything around you is a threat to your health and safety.
  - Levels: White, Yellow, Orange, Red
- also involves always having a plan of action when a threat occurs - “what if.....”
- Technology distractions



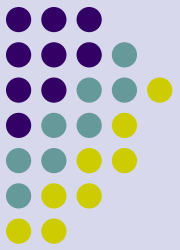
**Cooper's Color Codes**  
*for self defense awareness*

<p><b>WHITE</b></p> <ul style="list-style-type: none"><li>• Relaxed</li><li>• Unaware</li><li>• Unprepared</li></ul> <p>Example: <i>Walking and texting</i></p>	<p><b>YELLOW</b></p> <ul style="list-style-type: none"><li>• Relaxed</li><li>• Alert Mindset</li><li>• Aware of Surroundings</li></ul> <p>Example: <i>Aware of where exits are</i></p>
<p><b>ORANGE</b></p> <ul style="list-style-type: none"><li>• Heightened state of alertness</li><li>• Something doesn't look or feel right</li></ul> <p>Example: <i>Someone wearing a ski coat in July</i></p>	<p><b>RED</b></p> <ul style="list-style-type: none"><li>• High potential for a threat</li><li>• Concerned for your survival</li></ul> <p>Example: <i>Run. Hide. Fight.</i></p> <p><small>Living in the Yellow!</small></p>

# Each person has a 3-fold responsibility

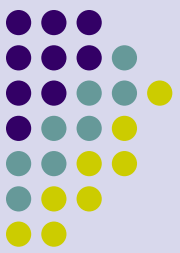


- 1 – learn signs of potentially volatile situation and ways to prevent an incident
- 2 – learn steps to increase survival of self and others in an active shooter situation
- 3 – be prepared to work with law enforcement during the process



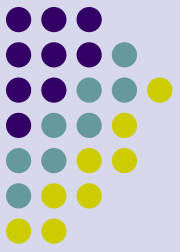
# Plans and Drills

- Reporting the incident
- An evacuation policy and procedure – walk-throughs, over and over and over and over
  - Practice makes permanent
- Emergency escape procedures and route assignments
- Lockdown procedures for individual unit/offices
- A method for Integration with incident commander
- Information for local emergency response agencies



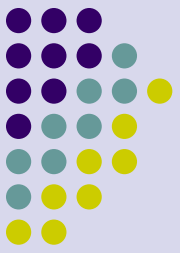
# Lesson 2: Response

- Anything you DO or **DON'T DO** could have life-threatening consequences
- You are your own first-responder
- Policies should not instruct people that they must stay, but should state that each person should use his/her own judgment based on the scenario
- The decision on what to do is based on the location of each person at the time an event begins.
- The goal is to survive and to protect others – the choice is based on proximity to the shooter



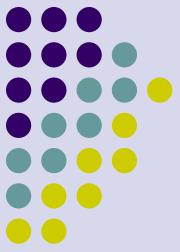
# Response

- Recognize the sound of real gunfire  
[AR\\_RapidFire.mp3](#)                      [45SingleShot.mp3](#)
- Pay attention – it’s gunfire, not construction or a car backfiring, or balloons popping
- Page overhead IMMEDIATELY or use mass communication available
  - Do not use a CODE! Everyone needs to know the situation NOW. “GUNMAN ON 3 NORTH!” “GUNMAN ON 3 NORTH”
  - Use plain English
  - Someone call 911
  - Send out emergency notifications if possible via texts, emails, etc.



# Response

- You may: Fight, Flee, Freeze — Practice like a fire drill
- FEMA - Run, Hide, Fight
- ALiCE – Alert, Lockdown, Inform, Counter, Evacuate
- USCCA – Avoid, Escape, Defend
- Proactive, options-based program designed to increase survivability, not accountability
- ANYTHING you can do to buy ***TIME and DISTANCE*** from the shooter

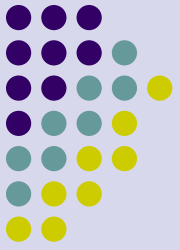


# Response

- **Run/Evacuate/Escape** - get out fast; don't wait for others
  - Remove as many targets as possible
  - Leave all belongings
  - Visualize the route
  - Avoid elevators
  - No one running away
    - has ever been fatally wounded
  - Run in a zig zag pattern (think about a bunny rabbit)



# Response

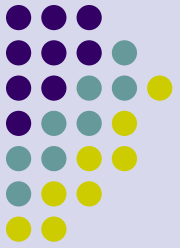


To ponder: What if you can't run?

- Physical issue
- People who have young children in tow who will slow you down
- You are wearing clothes or footwear that makes running impossible
- When running towards the building's exit will take you into the path of the killer
- When you are within a very close distance of the killer. You aren't going to outrun a bullet when you are five feet away from the gunman



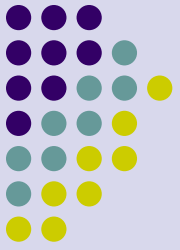
# Response



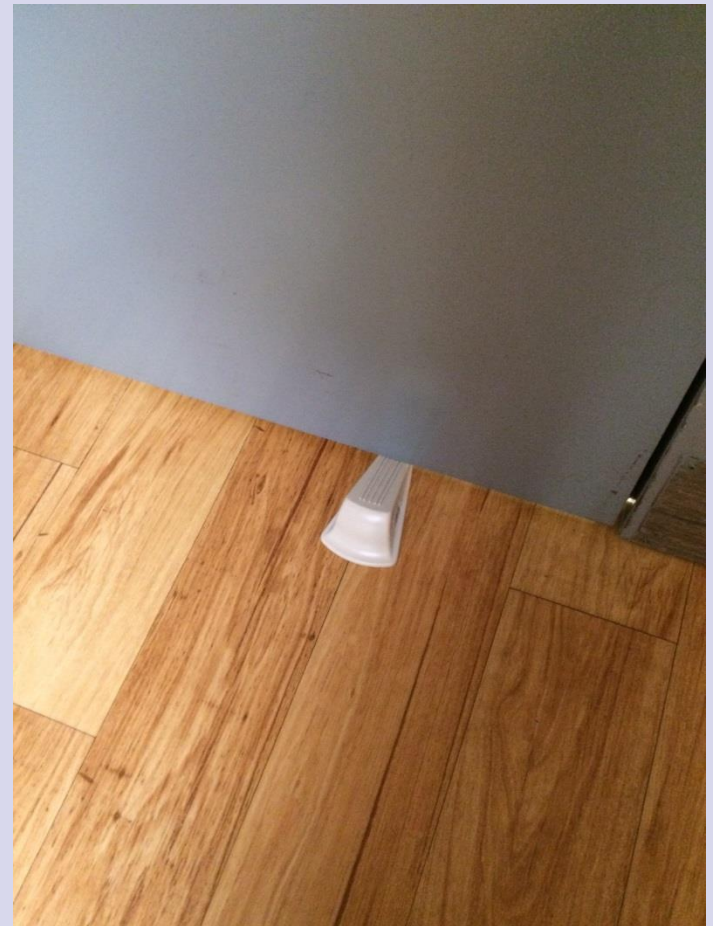
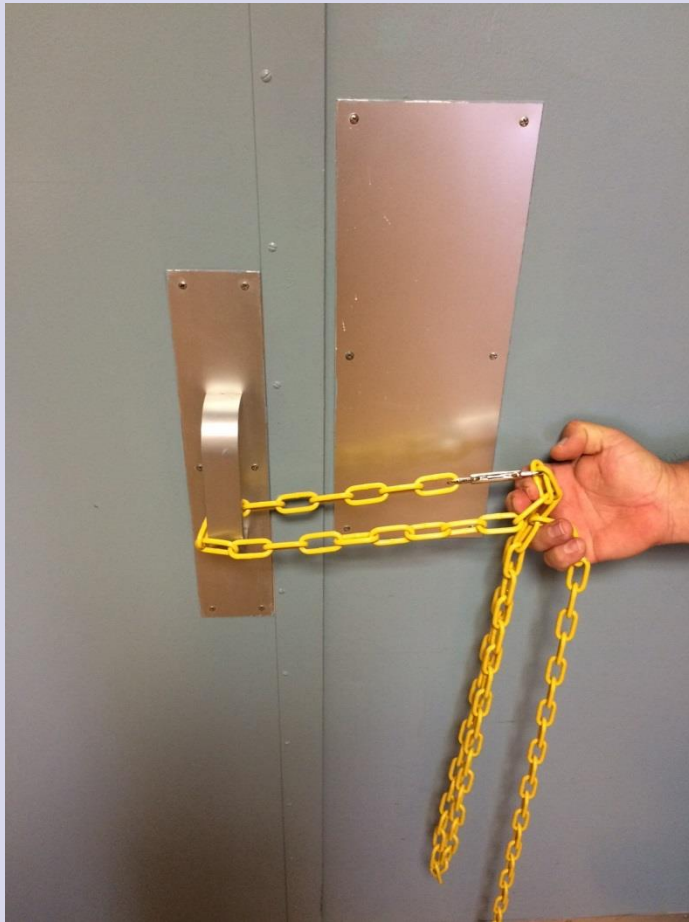
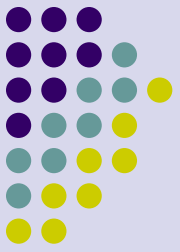
- **Hide/Barricade** - when evacuation isn't possible – put anything between you and the shooter
  - lock and barricade doors with heavy furniture (sliders) (avoid fatal funnel)
  - Apply belts, ropes, chains, etc. to doors to restrict opening [BeltTrick.wmv](#)
  - turn out lights
  - silence cell phones
  - pull curtains, turn down blinds
  - remain silent until law enforcement gives all clear
  - Don't restrict your options for movement
    - Be out of the view – he won't shoot (usually) what he can't see

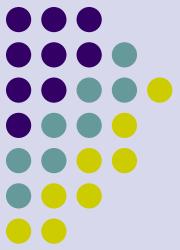


# Go-Bucket



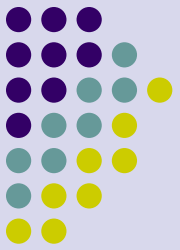
# Securing Doors





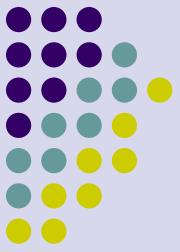
# Response

- **Fight/Counter/Defend** – last resort
- DO SOMETHING!!! Anything is better than nothing
- Movement – don't be a static target
- If you have a legally concealed firearm, use it
- Noise – create chaos – use wasp spray, fire extinguisher
- Throw objects at the head; Throw Hot coffee; Hit with a chair
- Improvise weapons
- Anything to neutralize the threat
- THEN RUN!!!!!!!! EVACUATE!
  - Remove as many targets as possible
  - Establish a Rally point



# Response

- the killing stops as soon as the killer faces effective resistance. As soon as the killer is confronted by someone intent on doing him harm, he either surrenders or shoots himself. “These killers aren’t looking for a fight. They are looking for a body count.” - Lt. Col. Grossman
- Resistance doesn’t have to be with a gun. A significant portion of these killers are stopped when they are tackled.
- The resistance only has to be effective.
- The fastest way to stop the killing is to aggressively fight back. (team-based counterattack)



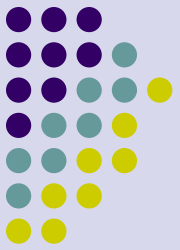
# Lesson 3: Aftermath

## When LEOs arrive

- Hands up and visible – they don't know the good guys from the bad guy
- They won't stop to help until the threat is neutralized
- Follow their instructions
- Don't appear threatening

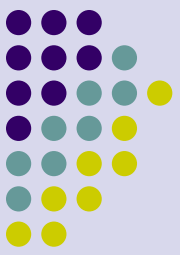


# Aftermath



- 40% of bleeding deaths are preventable
- Have a trauma kit & know how to use it (IFAK)
  - CAT (combat application tourniquet)
  - Compression bandage
  - Hemostatic agent
  - Occlusive seal
  - Tape
  - Blanket





# Summary of Training

- Be proactive as much as possible for prevention
- Keep controls in working order
- Be situationally aware
- Have a plan and practice it
- Time is critical
- Buy time and distance
- Employ a team-based counter attack if possible
- Cooperate with Law enforcement
- Get an IFAK and know how to use it.

# Resources:

---



ALiCE Training Institute  
Department of Homeland Security  
Federal Emergency Management Association  
Federal Bureau of Investigations  
Crime Prevention Resource Center  
\*United States Concealed Carry Association