

RUN·HIDE·FIGHT

SURVIVING AN ACTIVE SHOOTER



OFFICER JUSTIN BAUMGARTNER PH.D. (ABD)



RRES
Rapid Response Emergency Systems

Overview

- Planning and training for an active shooter incident includes three phases:
- **Prevention**
 - Identifying indicators of and training for Active Shooter and Workplace Violence before an incident occurs.
- **Response**
 - What to do when an Active Shooter situation is in progress.
 - RUN. HIDE. FIGHT. TREAT.
- **Recovery**
 - Getting life back to a “normal state” and organizations re-open for business.

Section 1

Overview of Workplace Violence

What is Work Place Violence?

- Work place violence includes physically harming another, shoving, pushing, harassing, intimidating, coercing, brandishing weapons, and threatening or talking about engaging in those activities.



Indicators of Potential Violence by an Employee

- Employees 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.
 - Potentially violent behaviors by an employee may include one or more of the following triggers.
- ** Important to point out that this list of behaviors is not comprehensive, nor is it intended as a mechanism for diagnosing violent tendencies:

Triggers of Workplace Violence

- **Firing or Layoffs**
- Complaints from co-workers
- **Bad evaluations**
- **Failure to get promotion**
- Inequity of treatment
- Major changes in work assignment
- **No clear directions at work**
- Poor support or cooperation
- Extreme stress
- **Irritable customers**
- Unappreciative supervisors
- Being talked down to
- Last minute orders
- Mandatory overtime
- Assignments given w/o consideration of worker's skills
- **Work-related misunderstandings**
- **Communication misunderstanding**

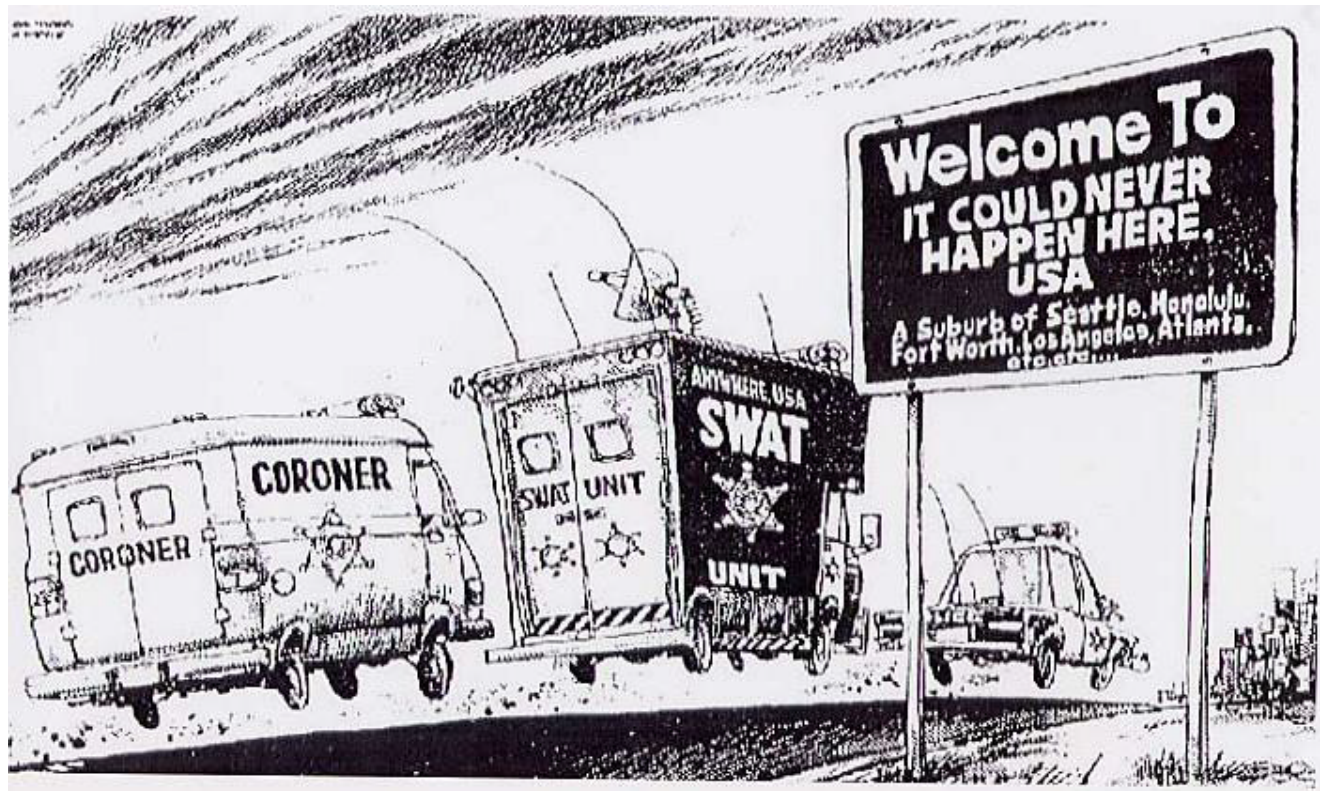


Three Levels of Denial

- **Denial** that it **CAN** happen
- **Denial** that it **IS** happening
- **Denial** that there is **ANYTHING** you can **DO**

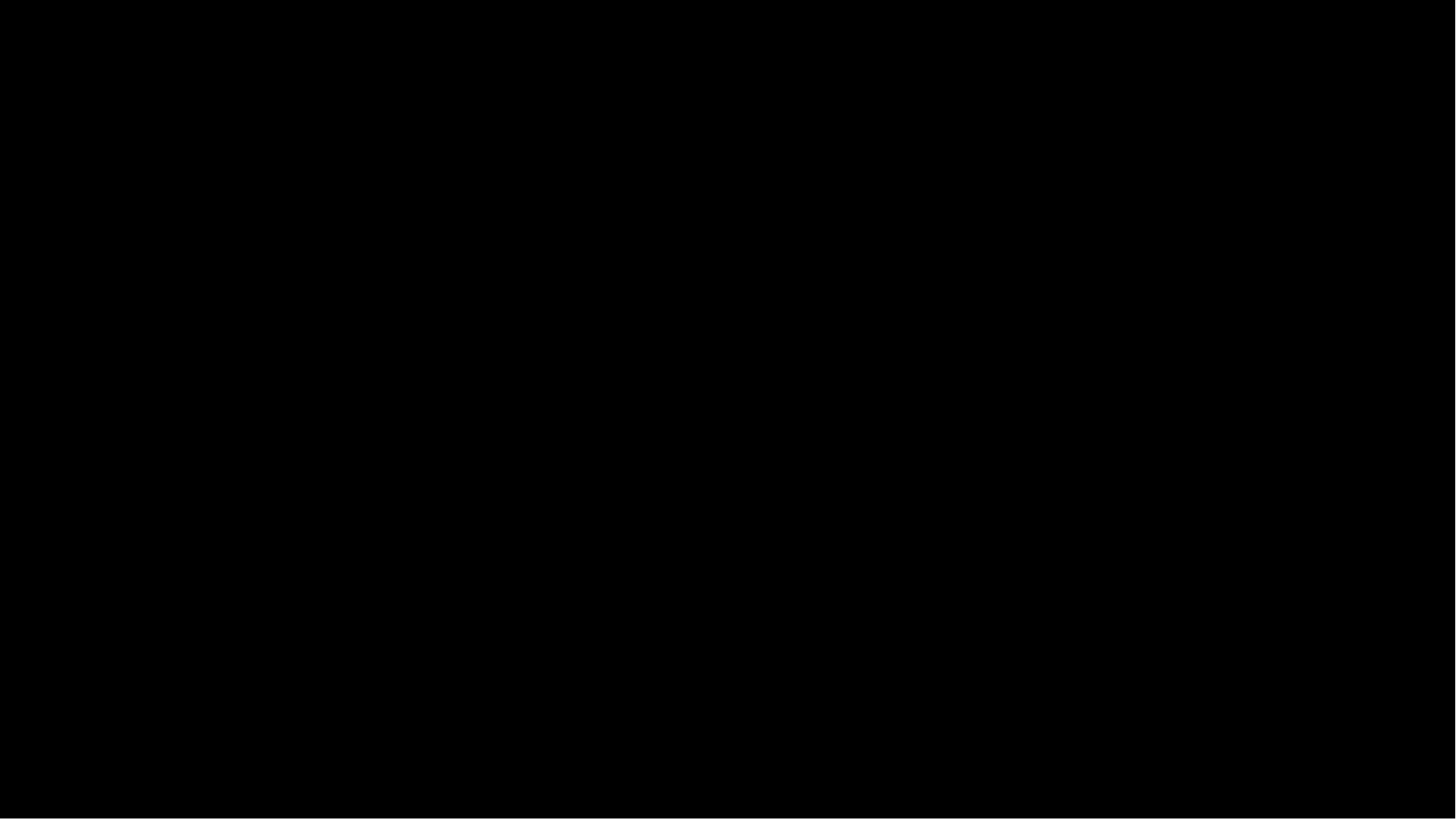
What is the most common Cause of Death in an Active Shooter Incident?

DENIAL!!!



RUN. HIDE. FIGHT. Surviving an Active Shooter Event.

- The City of Houston Office of Public Safety and Homeland Security released a video providing these key steps to follow should you encounter an active shooter.



What does an Active Shooter look like?



Section 2

Active Shooters

What is an “Active Shooter”

- An active shooter is defined by the U.S. Department of Homeland Security as “an individual actively engaged in killing or attempting to kill people in a confined and populated area.”
- “In most cases, active shooters use firearm[s] and there is no pattern or method to their selection of victims.”

ALGORITHM ANALYSIS

Location of the Attacks

Between 1/13/12 & 12/27/12

- 35 Incidents Between 1/13/12 & 12/27/12
 - 51% of the attacks occurred in the workplace
 - 17% of the attacks occurred in a school
 - 17% of the attacks occurred in a public place
 - 6% of the attacks occurred in a religious establishment
 - 9% of the attacks occurred either in the victim's or the offender's residence

ALGORITHM ANALYSIS (con't)

- 57% of the attackers were insiders (Individuals who are on your radar before they attack.)
- 63% of the attackers broadcast a perceived injustice
- 71% of the victims initially targeted were the focus of the perceived injustice
- 74% of the attackers entered through the main entrance



ALGORITHM ANALYSIS (con't)

Between 1/13/12 & 12/27/12

- 71% of the attackers just walked in
- 49% of the attackers committed suicide
- 17% of the attackers were killed
- 34% of the attackers were arrested
- 37% of the attacks were over in under 5 minutes
- 63% of the attacks were over in under 15 minutes

National Average Police Response Time 7-15 Min.

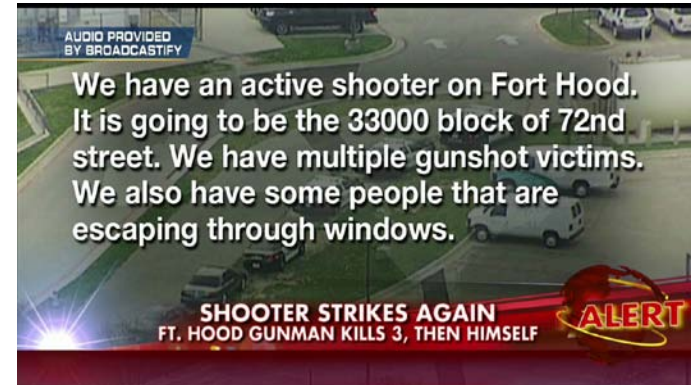
Active Shooter Incidents

- 1966 University of Texas – Austin, TX
 - Killed 15 Injured 31
- 1984 McDonalds, San Ysidro, CA
 - Killed 21 Injured 11
- 1986 USPS, Edmond, OK
 - Killed 14 Injured 6
- 1999 Columbine HS, Littleton, CO
 - Killed 13, Injured 21
- 2007 Virginia Tech, Blacksburg, VA
 - Killed 32 Injured 17
- 2009 Fort Hood, TX
 - Killed 13 Injured 30
- 2012 Century Theaters, Aurora, CO
 - Killed 12 Injured 58
- 2012 Sandy Hook Elementary
 - Killed 26, Injured 2
- 2013 Washington Naval Yard
 - Killed 12, Injured 4
- 2013 Arapahoe HS, Centennial, CO
 - Killed 1, Injured 1



Active Shooter Incidents

- 2014 Roswell New Mexico Middle School
 - Injured 2
- 2014 Maryland Mall, Columbia, MD
 - Killed 2, Injured 5
- 2014 Fort Hood, TX
 - Killed 3, Injured 16
- 2014 FedEx Warehouse Hub, Kennesaw, GA
 - Injured 6
- 2014 Seattle Pacific University, Seattle, WA
 - Killed 1, Injured 2
- 2014 Reynolds High School, Troutdale, OR
 - Killed 1, Injured 1
- 2014 UPS Warehouse, Birmingham, AL
 - Killed 2
- 2014 Marysville-Pilchuck Highschool, Marysville, WA
 - Killed 4, Injured 1
- 2014 Florida State University, Tallahassee, FL
 - Injured 3



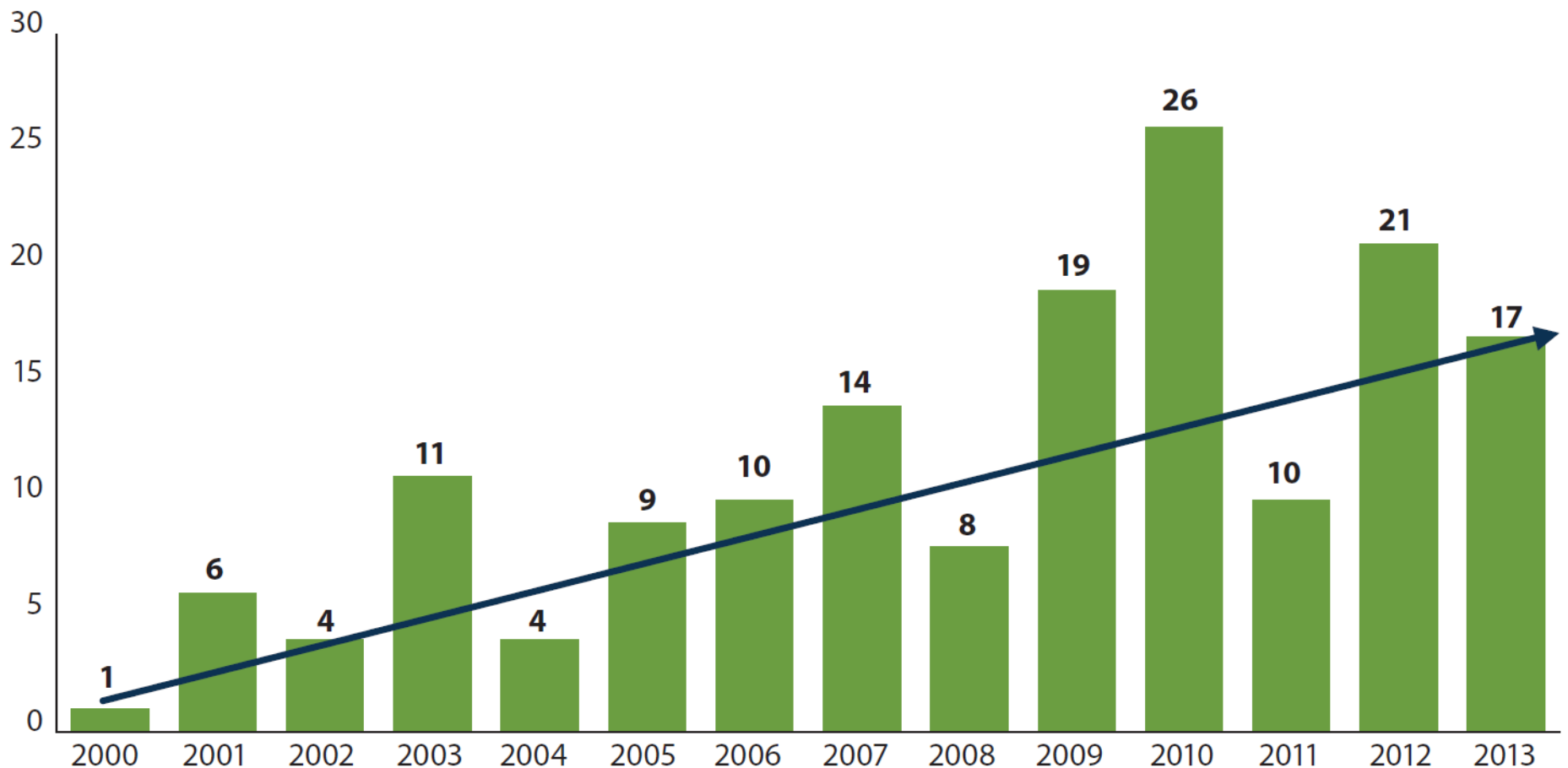
Active Shooter Incidents

- 2015 William Beaumont Army Medical Center, El Paso, TX
 - Killed 1
- 2015 Brigham and Women's Hospital, Boston, MA
 - Killed 1
- 2015 Home Depot, New York, NY
 - Killed 1
- 2015 University of South Carolina, SC
 - Killed 1
- 2015 Four Location Spree, AZ
 - Killed 1, Injured 5
- 2015 Muhammad Art Exhibit, Garland, TX
 - Injured 1
- 2015 Twin Peaks Bar, Waco, TX
 - Killed 9, Injured 18
- 2015 Walmart, Grand Forks, ND
 - Killed 1, Injured 1
- 2015 Charleston Church, Charleston, SC
 - Killed 9, Injured 1
- 2015 Military Recruiting Center, Chattanooga, TN
 - Killed 5, Injured 1
- 2015 Grand 16 Theatre, Lafayette, LA
 - Killed 2, Injured 9
- 2015 WDBJ7 TV Shooting, Bridgewater Plaza Mall, Moneta, VA
 - Killed 2, Injured 1

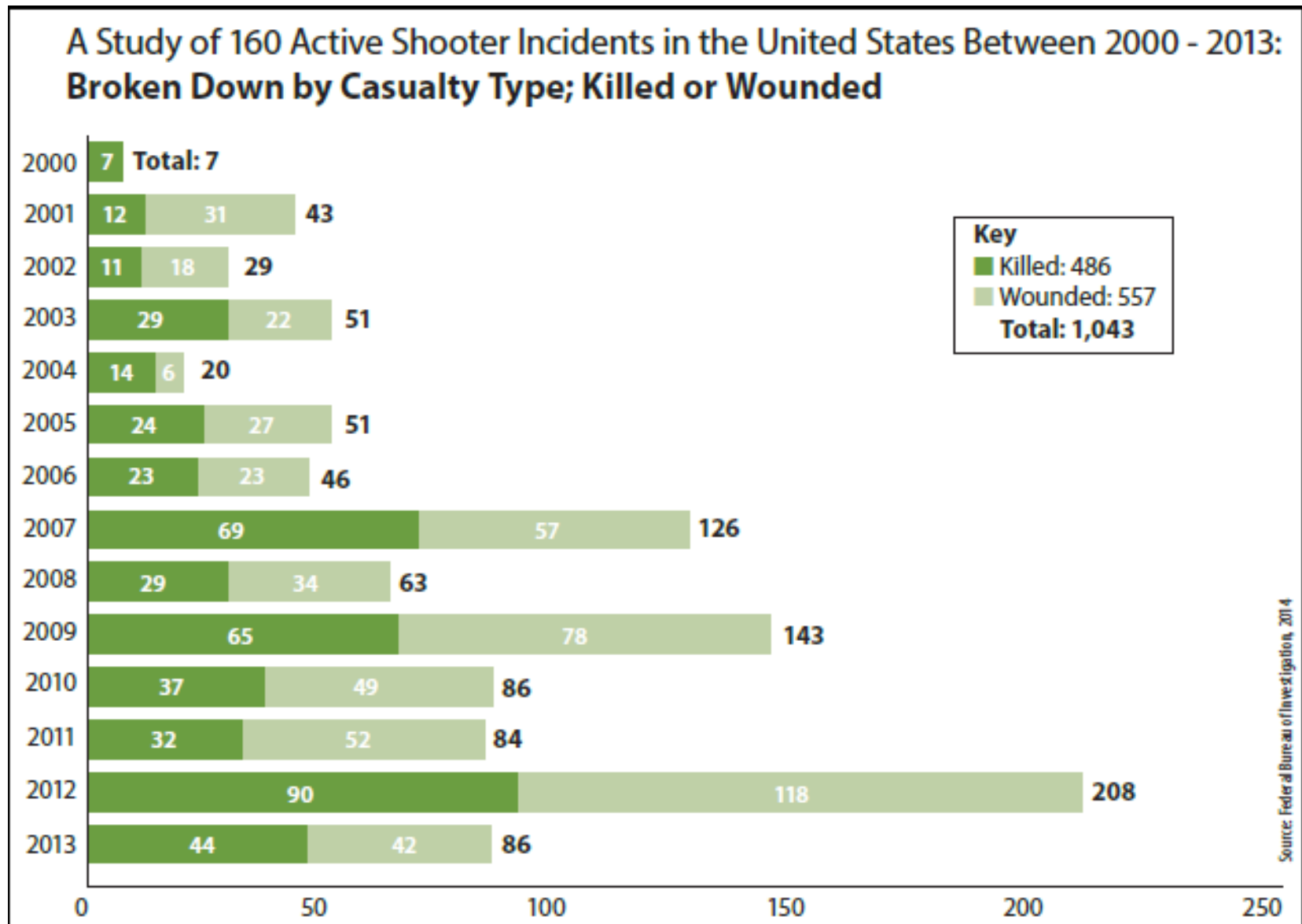


U.S. Active Shooter Incidents from 2000 to 2013

A Study of 160 Active Shooter Incidents in the United States Between 2000 - 2013:
Incidents Annually



U.S. Active Shooter Incidents from 2000 to 2013



First “Killing at a School” in the U.S.

- The earliest known United States mass killing at a school occurred at Pontiac's Rebellion July 1764, where four Lenape American Indian entered the schoolhouse near present-day Greencastle, Pennsylvania.
- Killed were the school's Master and 10 children.



Active Shooter - Patrick Sherrill

- USPS employee nicknamed “Crazy Pat”
- Former Marine
- Gun Enthusiast
- Described as a “loner”
- Lived with his mother
- Would mow his lawn at midnight
- Killed 14 co-workers and injured 6
- Took his own life
- Day before shooting told one co-worker **“Don’t come to work tomorrow.”**
- Killed Self



Active Shooter – Amy Bishop



- Married – Four Children
- PhD in Genetics from Harvard
- Biology Professor @ University of Alabama - Huntsville
- Described as having bizarre tangents; off in left field; strange; crazy; did things that weren't normal; and she was "out of touch with reality."
- Students petitioned the University to remove her from campus
- During a meeting she shot and killed three professors and wounded 3 others
- Called her husband to pick her up after the shooting and denied any involvement.

Active Shooter - Duane Morrison

- Loner, living out of his car or in campsites
- Unemployed
- Described as angry, withdrawn
- Took six female hostages @ Platte Canyon HS, Bailey, CO
- Killed one, Emily Keys, then self
- Five page “suicide letter”
- Cache of weapons store on a trail above the school
- NO CONNECTION TO P.C.H.S.



Source: Federal Bureau of Investigations - 2009

Active Shooter - Charles Robert IV

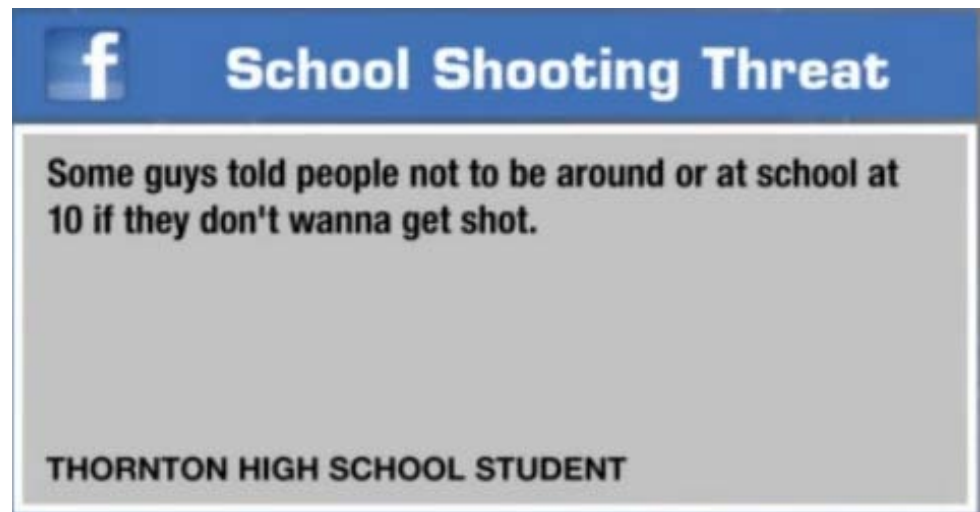
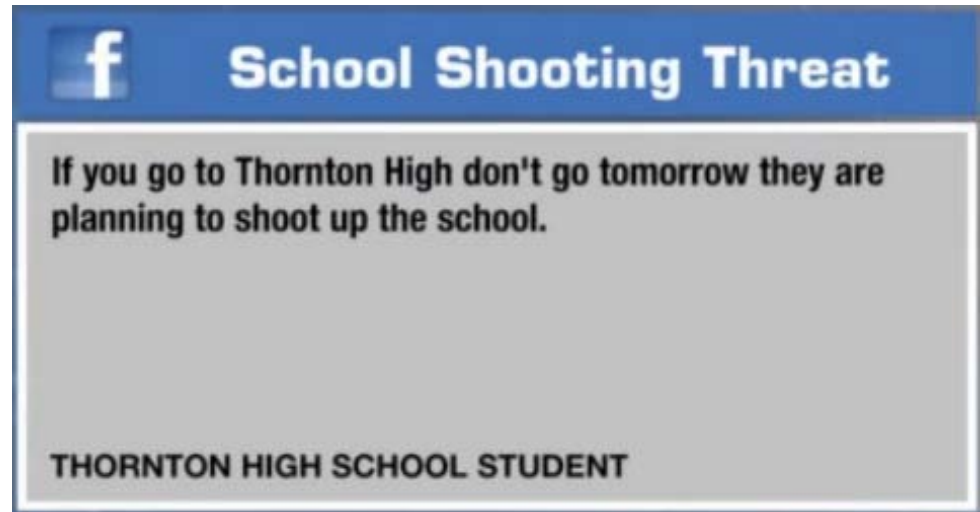
- West Nickel Mines School, Lancaster County, PA
- One room Amish School House
- Took 10 females hostages
- Killed five, injured five, and killed himself
- Truck driver in the area.
- Stops included the family farms of some of his victims.
- NO CONNECTION TO THE SCHOOL



Active Shooter Threat 12/12/2013

- December 12, 2013
- Active Shooter Threat day before the advised event
- Students began warning other friends on Facebook

Parent noticed post on child's Facebook page and alerted authorities



Active Shooter – Group Attacks



Telegraph.co.uk/video



Share



Embed

Weapons Used



Hunting Rifle



Assault Rifle



Shot Gun



Revolver



Semi-Automatic Handgun

Weapons Used



Tactical Knife



Machete

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Dynamite

Section 3

Run Hide Fight

RUN. HIDE. FIGHT.

“You never think something like this is going to happen to you until you have to react in that situation when someone is screaming there is a gun in the building. I ran for my life.”

-Florida State University Student

RUN

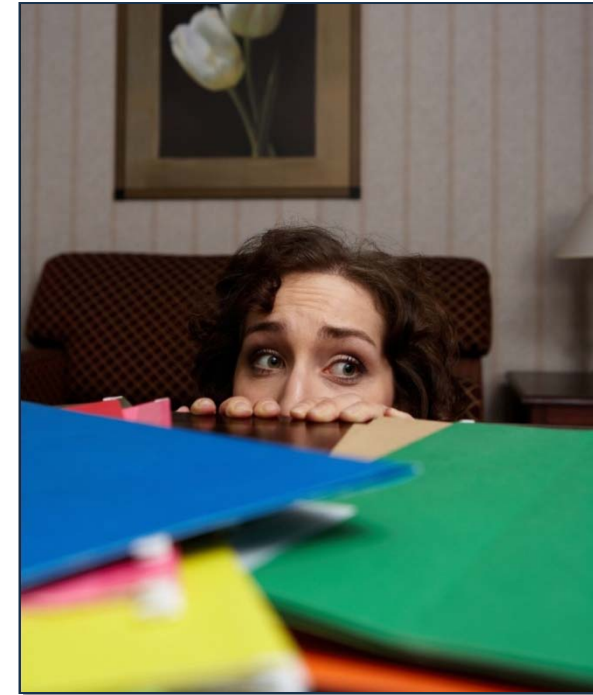
- When an active shooter is in your vicinity:
 - If there is an escape path, attempt to evacuate.
 - Evacuate whether others agree to or not. Fire Drill Mentality.
 - **STOP DROP ROLL** → **RUN HIDE FIGHT**
 - Leave your belongings behind.
 - Help others escape if possible.
 - Prevent others from entering the area.
 - Call 9-1-1 when you are safe.

Calling 911

- When you are safe call 911. Don't assume others have called already.
- Provide, if possible:
 - Exact address, office location, building, unit number, etc.
 - Description of the suspect(s).
 - Who is he/she (stranger, ex-employee, customer).
 - Weapons (handgun, shotgun, rifle).
 - Were any explosions heard or seen (grenades, IED's).
 - Location of suspect on the property.
 - i.e. last seen in cafeteria, administration offices,
 - Any entrances or exits from this particular area

HIDE

- If an evacuation is not possible, find a place to hide.
- Act quickly and quietly.
- Try to secure your hiding place the best you can.
- If possible, lock doors.
- Turn out lights.
- Silence your ringer and vibration mode on your cell phone.
- If unable to find a safe room or closet, try to conceal yourself behind large objects that may protect you.
- Do your best to remain quiet and calm.



HIDE





FIGHT

- As a last resort, and only if your life is in danger:
- Work as a group if possible.
- Attempt to incapacitate the shooter.
- Act with physical aggression.
- Improvise weapons.
- Commit to your actions. Your life depends on it.



FIGHT with improvised weapons

- Fire extinguishers – Spray attacker and then hit him with canister
- Break room improvised weapons –
 - Knives and forks to stab, slice and jab attacker's face.
 - Hot coffee or water from pot thrown at attacker's face.
 - Cleaning fluids under the sink (ammonia, bleach) thrown on attackers face.
 - Water cooler jugs thrown at attacker or used to hold him down.

FIGHT with improvised weapons

- Stapler – Strike the attacker in the face, throat, weapon hand, and groin.
- Pen/Pencil – Jab, stab, and scrape attacker's face.
- 500 sheet paper ream – Use with both hands as if a rock and slam it on attacker's head.
- Coffee Cup – Throw hot liquids in attacker's face. Use cup to bash attacker in the head.
- Scissors – Stab attacker everywhere possible
- Phone receiver – Strike attacker in face, throat, groin, and weapon hand.
- Chair – Hit attacker with it and when he is on the floor slam it on top of him. Could be used to hold him down.

Source: Surviving Workplace Violence -2005



Section 4

Police Arrival

Immediate Action Rapid Deployment (IARD)

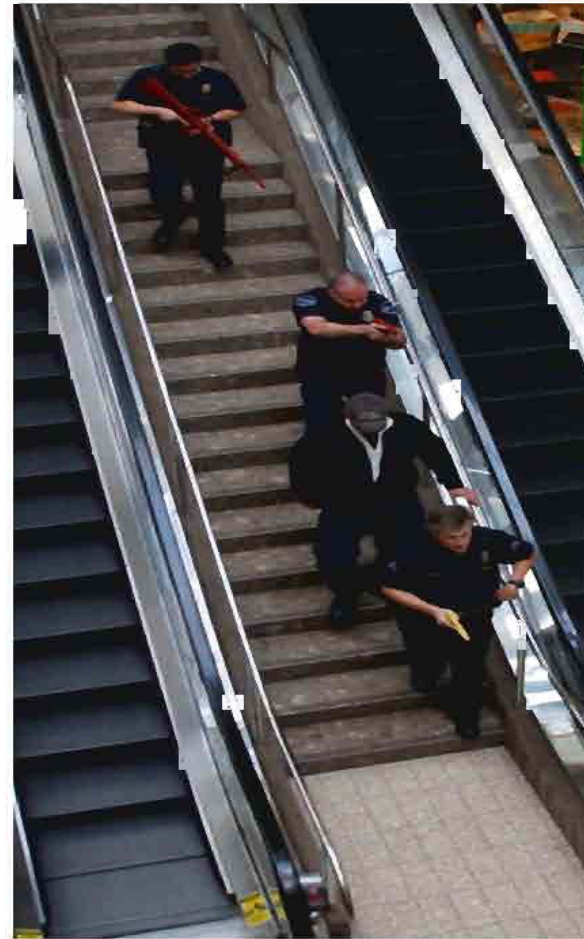
Background Information - Immediate Action Rapid Deployment (IARD)

- 2009
- The Glendale Police Department participated with the Denver Police Department, Aurora Police Department and other metro area police departments on an active shooter scenario at the Cherry Creek Mall.
- 209 participants over four days training inside the mall from 5 am -10am on weekends.

Background Information - Immediate Action Rapid Deployment (IARD)



Background Information - Immediate Action Rapid Deployment (IARD)



Lessons Learned

- Although police response has increased significantly to active shooter situations throughout the years, the gap of citizen resiliency between the time an incident initiates and the time responders arrive on scene has yet to be explored.
- By introducing the concepts of the active shooter and the basic trauma care training, potential victims can now utilize such skills and become their own care givers until first responders can arrive on scene and take control of the event.

POLICE Arrival

- The first responding police officers on the scene are not there to evacuate or tend to the injured. They are well-trained in active shooter incidents, and are there to incapacitate the shooter.
- Remain calm and follow police officers instructions.
- Keep your hands visible at all times.



Section 5

Organizational Recovery

RECOVERY from an ACTIVE SHOOTER SITUATION

- After the active shooter has been incapacitated and is no longer a threat, human resources and/or management should engage in post-event assessments and activities:
 - Account for all individuals at a designated assembly point to determine who, if anyone, is missing and potentially injured
 - Determining a method for notifying families of individuals affected by the active shooter, including notification of any casualties

RECOVERY from an ACTIVE SHOOTER SITUATION

- Assessing the psychological state of individuals at the scene, and referring them to health care specialists accordingly
- Identify and filling any critical personnel or operational gaps left in the organization as a result of the active shooter
- Returning operations to a state of “normal.”

RECOVERY from an ACTIVE SHOOTER SITUATION

- After an Active Shooter Situation, the following mental health issues may arise.
 - Anxiety
 - Depression
 - PTS which can evolve into PTSD
 - Survivors Guilt

Have a Mental Health Plan in place.

- Have a plan in place to address the psychological issues that may arise from a critical incident. This includes injuries and or a death at work, an active shooter situation, Workplace Violence issues, A serious crime that occurs in the work place (Robbery, Domestic Violence, Assault).
- Provide every employee(Individually) with a psychological “Debrief” with a qualified mental health provider.
- Do not do a group “Debrief” unless a qualified mental health provider is present or has been consulted.

Psychological Conditions

Survivors Guilt:

A mental condition that occurs when a person perceives themselves to have done wrong by surviving a traumatic event when others did not.



Psychological Conditions

Depression:

A serious medical condition in which a person feels very sad, hopeless and unimportant and often is unable to live in a normal way.

Webster



Psychological Conditions

Post-Traumatic Stress Disorder:

A psychological reaction that occurs after experiencing a highly stressing event (as war time combat, physical violence, or a natural disaster) outside the range of normal human experience and that is usually characterized by depression, anxiety, flashbacks, recurrent nightmares and avoidance of reminders of the event. Also called PTSD, Delayed Stress Disorder.



Recovery

You cannot change what happened.

You will learn and grow from the experience.

You will change. Accept responsibility for any negative changes at home, work or in relationships and work to improve.

You will be open to others who want to help you.

You are stronger than you think. You will survive!

You may have new goals and priorities in life, that is alright.



QUESTIONS?
