

Active Shooter Response



The Active Shooter Management's Response

What can I do?

**Active Shooter:
Preparing
Responding**



Presentation Objectives

Help you prepare

Your plan

Your response

Active Shooter Incidents

Where we
Learn
Work
Pray
Shop
Relax



Active Shooter

Armed person

Deadly force

Without interruption

With access to victims

Until stopped

Workplace Violence – What is it?

Definition

*Violence or the threat of violence against workers
Inside or outside the workplace*

Threats

Verbal abuse

Physical assaults

Homicide

Observable and manageable

Intimidation

Bullying

Domestic Violence

Workplace Violence – What is it?

What does workplace violence look like?

Murder

Other Assault

Harassment

Physical abuse

Emotional abuse

Threats and intimidation

Stalking

Domestic violence

An active shooter event in your workplace would be considered workplace violence

OSHA Definition

Workplace violence is also any physical assault, threatening behavior, or verbal abuse occurring in the work setting.

A workplace may be any location, either permanent or temporary where an employee performs any work-related Duty.

A working definition

“Any act against an employee that creates a hostile work environment and negatively affects the employee, whether physically or psychologically”

It is estimated that nearly 25 percent of all workplace violence goes unreported.

Source: Definition – ANSI Standard

Source: Quote - Business Health Services

Requirements & Regulation

OSHA

ANSI

Good Corporate Citizen

OSHA General Duty Clause

SECTION 5(a)(1)

Each employer shall furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or likely to cause death or serious physical harm.

This includes the prevention and control of the hazard of Workplace violence.

Workplace analysis

Step-by-step look at the workplace, to find existing or potential hazards for workplace Violence

Reasonable examination

Past history

Current experiences

Similar business

Similar employment demographics

Area and industry crime reports

Journal articles and white papers

OSHA September 2011 Directive

CPL-02-01-052

OSHA Directives-Local or Federal

Insights for Inspectors-Recognized Hazards

History of records, injuries, complaints & grievances.

Employer or Industry Recognition

Potential Abatement Methods

ANSI – ASIS/SHRM WVPI.1-2011

American National Standard

September 2011

Voluntary unless the ANSI Standard has been adopted

Provides a standard platform for

- A Workplace Violence Prevention and Intervention Program

- A Threat Management protocol

- Practices that can assist the organization in effectively managing post-incident issues.

http://www.shrm.org/templatestools/documents/item_1967_wvpi%20std.pdf

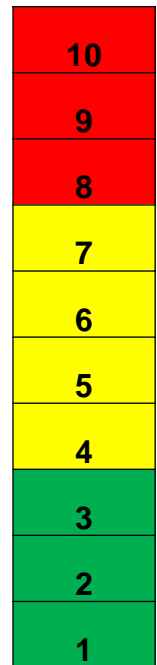
Corporate citizenship

The right thing to do

Survey

On a scale of 1 to 10, with 1 being “never” and 10 being “almost certain”,

Think of the number you believe represents the likelihood of an active shooter at your office or facility



Active Shooter Incidents

- April 2007 – Virginia Tech 32 students and faculty killed, 15 wounded
- August 2007 – Delaware State University 3 students killed on New Jersey campus
- September 2007 – Delaware State University 2 students shot on Dover Delaware campus
- February 2008 - Northern Illinois University 5 killed 16 wounded, 1 suicide
- February 2008 - University of Arkansas student shot
- April 2008 - Florida Atlantic University Student shot
- July 2008 – South Mountain Community College – 3 shot
- October 2008 – Northeast Lakeview Community College 1 shot
- October 2008 – University of Central Arkansas 2 killed 1 wounded
- November 2008 – Savannah State University 1 shot
- April 2009 **Henry Ford Community College** 1 killed, 1 suicide
- July 2009 – Texas Southern University 6 shot
- April 2009 – Hampton University – 2 shot, 1 suicide
- September 2009 – Clark Atlanta University 1 killed
- August 2009 – Langston University 4 shot
- February 2010 – University of Alabama 3 killed, 3 wounded
- March 2010 – Ohio State University 2 killed, 1 wounded, 1 suicide
- May 10 2011 – San Jose State University 3 killed, including suspect
- April 2012 – Oikos University 7 killed, 3wounded
- July 2012 Aurora, Co movie theater 12 killed, 38 wounded

**These were just the school
active shooters!**

Active Shooter Incidents

December 2007 – Omaha, NE 9 killed

September 2008 – Kauhajoki, Finland – 10 killed, suicide

December 2008 – Covina, CA 10 killed

March 2009 – Geneva and Samson Alabama 11 killed, suicide

March 2009 – Carthage, NC 8 killed

April 2009 - Baku Azerbaijan 12 killed. suicide

April 2009 – Binghamton, NY 13 killed

November 2009 - Ft. Hood, Texas 13 killed 24 wounded

August 2010 – Manchester, CT 9 killed

January 2011 Tucson, AZ 6 killed, 13 injured

July 2011 – Utoya Norway 7 killed (explosion) same; perpetrator as above

July 2011 – Norwegian Summer Camp 80 killed

October 2011 – Seal Beach, CA 8 killed

April 2012 – Oakland, CA 7 killed

July 2012 – Aurora Colorado Theater 12 killed, 58 injured

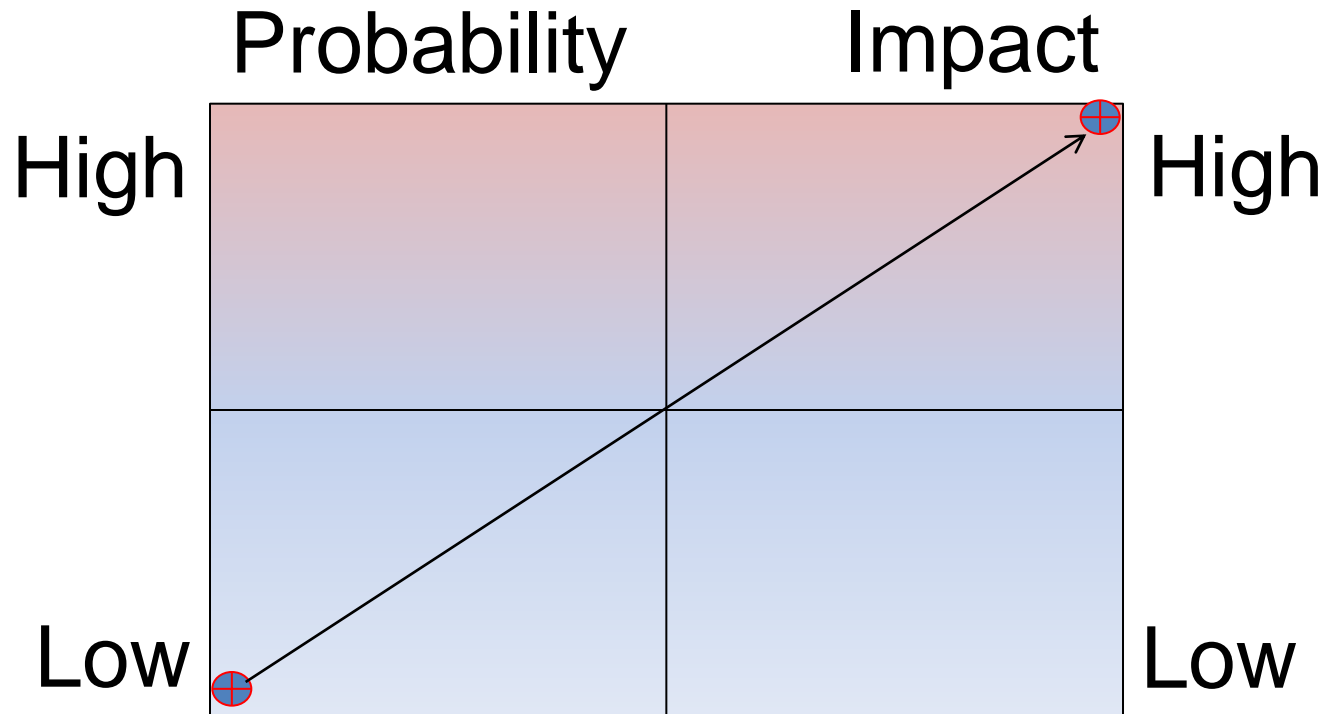
August 2012 – Oak Creek, WI 7 killed, 3 injured

**These are just some of
the non-academic
active shooters!**

Our reality

It is very likely that the executives, managers, administrators, teachers, and staff at these venues felt there was **almost no chance of such an incident** on their facilities as well.

Risk spectrum



Recommendations for Analysis and Risk Mitigation

New York Police Dpt.

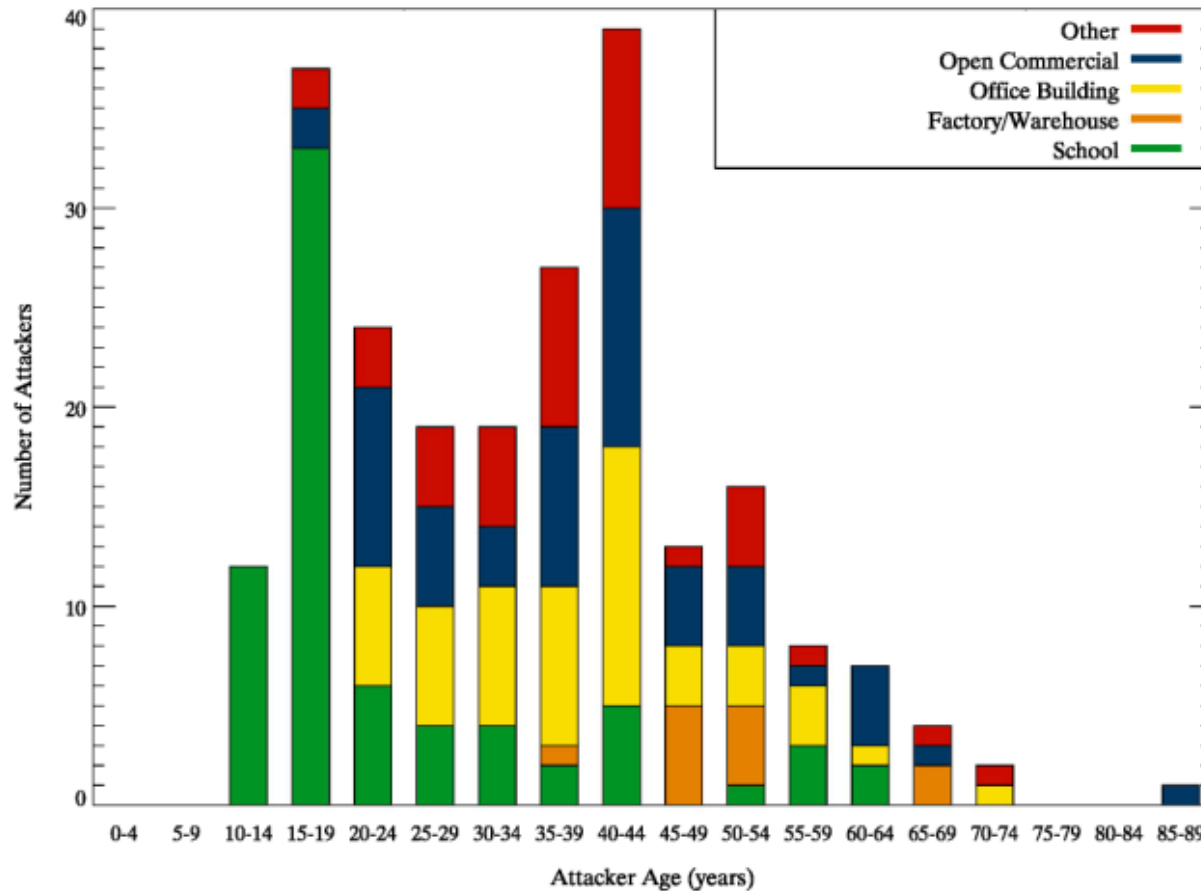
Active Shooter Analysis

1966-2012

324 active shooter incidents*



The Active Shooter Subset



Active shooters by location type

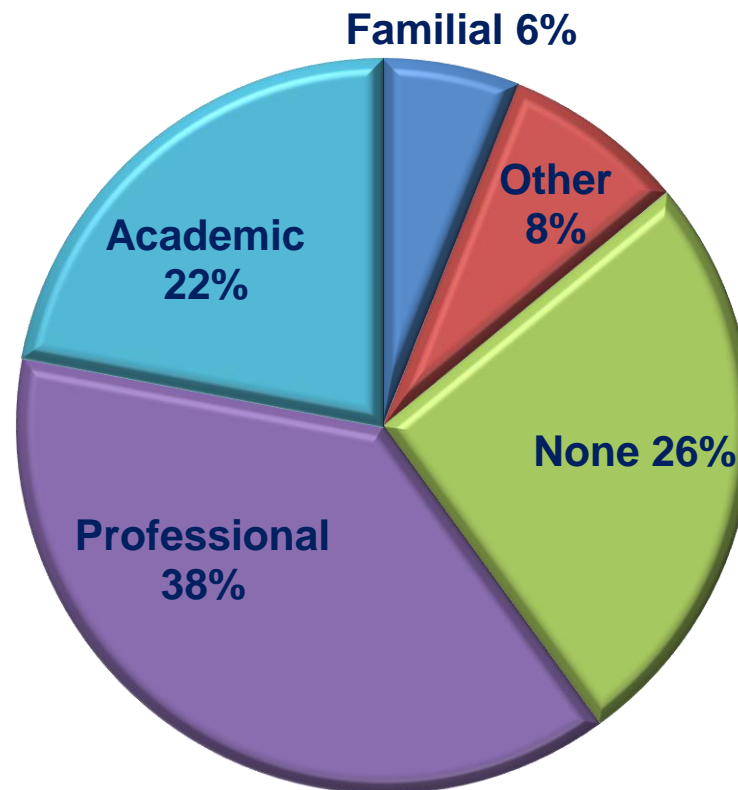
Location type	Number of incidents	Percentage
School	68	24%
Office Building	31	11%
Open Commercial	67	24%
Factory/Warehouse	33	12%
Other	80	29%
Total	279	100%

Active Shooter incident resolution

INCIDENT TYPE	NUMBER	PERCENT
Applied Force	99	43.00%
No Applied Force	37	16.00%
Suicide Attempts	93	40.00%
Attacker Fled	1	<1%
	230	100.00%

Attacker's relationship to victims

**Observable
Behavior!**



Active Shooter Incidents

An active shooter is distinctly different from other forms of workplace violence, even other shootings in the workplace.

Active shooter

- More often unpredictable
- Evolve quickly
- Targets appear to be random
- End in suicide or police intervention

Other forms of workplace violence

- Usually foreseeable
- Develop over time
- Targets are defined
- End when attack goal is accomplished

Recommendations

Procedures

- Security assessment
- Identify multiple evacuation routes
- Practice evacuation
- Designate shelter areas
- Designate point-of-contact
- Incorporate active shooter drills in emergency preparedness procedures

Procedures

- Vary security patrol/patterns
- Limit access to blueprints, floor plans
- Establish a central command for building security

Recommendations

Systems

Credential-based Access
Control
Closed circuit television
Monitor video feeds

Process

Policy review
Workforce awareness training
Threat management team
training
Intervention and mitigation
plans
Law enforcement liaison

Recommendations

Training

How to evacuate

Safe hiding (cover and concealment)

Taking defensive action

Recommendations

Process for reporting

Defined in your WPV policy

Roles and responsibilities

Central repository

Threat analysis

Threat management

Observable behavior

Indicators of possible violence

Well crafted workplace violence prevention
and intervention policy

Trained workforce

Trained threat management team

Access to professional security resources

Law enforcement liaison

Threat response process



Summary

Individual response

Active shooter – Workplace Violence

Observable behavior

Policy

Incident reporting

Threat analysis

Threat management

Resources

Huffmaster Workplace Violence Website

www.huffmaster.com (Click on the workplace violence icon)

The Workplace Violence Prevention Report

<http://content.yudu.com/Library/A22wna/TheWorkplaceViolence/resources/index.htm?referrerUrl=>

Active Shooter Preparedness – Department of Homeland Security

<http://www.dhs.gov/active-shooter-preparedness>

Guidelines for Preventing Workplace Violence for Health Care & Social Service Workers

<http://www.osha.gov/Publications/OSHA3148/osha3148.html>

Enforcement Procedures for Investigating or Inspecting Workplace Violence Incidents

www.osha.gov/OshDoc/Directive_pdf/CPL_02-01-052.pdf

Resources

SHRM ASIS ANSI Standard – Workplace Violence Prevention and Intervention (WVPI.1-2011)

http://www.shrm.org/TemplatesTools/Documents/Item_1967_WVPI%20STD.pdf

<https://www.asisonline.org/Standards-Guidelines/Standards/published/Pages/ASIS-SHRM-Workplace-Violence-Prevention-and-Intervention-Standard.aspx?cart=946806fa33f74b24bc352cd9910787d3>

Run Hide Fight – The Video Clip

<http://www.youtube.com/watch?v=5VcSwejU2D0>

Michigan OSHA Workplace Violence Program Inspection Procedures

<http://ebookbrowse.com/gishd-com-07-2-doc-d29503318>

NYPD Active Shooter Recommendations and Analysis for Risk Mitigation

<http://www.nypdshield.org/public/SiteFiles/documents/Activeshooter.pdf>

Questions?

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