

34th Annual NANT Symposium

“Developing An Active Shooter Policy”

Tuesday, 2/21/17

3:10 – 4:10 pm

***Lawrence K. Park,
Vice President***



“Active Shooter” Definition

- A suspect or assailant whose activity is immediately causing serious injury or death, and has not been contained. (Clark University Active Shooter Emergency Plan)
- An individual actively engaged in killing or attempting to kill people in a contained and populated area; in most cases, active shooters use firearm(s) and there is no pattern or method to their selection of victims. (US Department of Homeland Security)(Healthcare & Public Health Sector Critical Infrastructure Protection Partnership)



“Encountering or Coping With Threats of Violence” Prior to Active Shooter Event” (Office of Personnel Management “Dealing w/ Violence In Workplace”)

For angry or hostile person:

- Staying calm
- Listen attentively
- Maintain eye contact
- Be courteous
- Be patient
- Keep the situation in your control



“Encountering or Coping With Threats of Violence” Prior to Active Shooter Event” (Office of Personnel Management “Dealing w/ Violence In Workplace”)

For a person shouting, swearing or threatening:

- Signal a co-worker that you need help
- Do not make any calls yourself
- Have someone call the police



“Encountering or Coping With Threats of Violence” Prior to Active Shooter Event” (Office of Personnel Management “Dealing w/ Violence In Workplace”)

For someone threatening you or others with a gun, knife or other weapon:

- Stay calm
- Quietly signal for help
- Maintain eye contact
- Stall for time
- Keep talking – but follow instructions from person who has the weapon
- Do not risk harm to yourself, or others
- Never try to grab a weapon
- Watch for a safe chance to escape to safe area



“Encountering or Coping With Threats of Violence” Prior to Active Shooter Event”

(Office of Personnel Management “Dealing w/ Violence In Workplace”)

Active shooter situations are often over within 10 – 15 minutes and before law enforcement arrives on the scene so individuals must be prepared both mentally and physically to deal with an active shooter situation.



Good Practices For Coping With the Active Shooter Situation:

- Be aware of your environment and any possible dangers
- Take note of the 2 nearest exits in any facility you visit
- If you are in an office, stay there and secure the door
- As a last resort, attempt to take the active shooter down. When the shooter is at close range and you cannot flee, your chance of survival is much greater if you try to incapacitate him / her
- Call 911 when it is safe to do so

(Department of Homeland Safety)



Emergency Numbers Information Card: (US Department of Homeland Security)

Emergency Services: 911

Local Emergency Information Line:

Local Police Department:

Local Fire Department:

Local Hospital:

Local FBI Field Office:

Facility Security:

Facility Address:

Facility Phone Number:



“ ALICE “ as a Proactive Response To A Man Made Threat

- A - ALERT – notify as many people as possible within the Danger Zone that a potentially life threatening risk exists
- L - LOCKDOWN – secure in place and prepare to EVACUATE or COUNTER, if needed
- I - INFORM – continue to communicate the intruder’s location in real time
- C - COUNTER – interrupt the intruder and make it difficult or impossible to aim. This is a STRATEGY OF LAST RESORT
- E - EVACUATE – remove yourself from the danger zone when it is safe to do so

Source: ALICE Training Institute



“SHELTER IN PLACE”

Definition for an Active Shooter Situation:

- Stay where you are or go into nearest room with a door
- Secure immediate area
- If able, lock or barricade the door
- After securing the door, stay behind solid objects away from the door as much as possible
- If an assailant enters your room and leaves, lock or barricade the door behind him / her
- If safe to do so, allow others to seek refuge with you
- Take appropriate steps to reduce your vulnerability:



“SHELTER IN PLACE” Definition for an Active Shooter Situation:

- Close blinds or curtains
- Close and block windows
- Turn off radios and computers
- Silence all phones
- Place signs in exterior windows to identify your location and location of injured persons
- Keep people calm and quiet

(Source: Clark University)



How To Respond When An Active Shooter Is in your Vicinity: (Department of Homeland Security)

1. RUN

- Have an escape route and plan in mind
- Leave your belongings behind
- Keep your hands visible

2. HIDE

- Hide in an area out of shooter's view
- Block entry to your hiding place and lock the doors
- Silence your cell phone and / or pager

3. FIGHT

- As a last resort and only when your life is in imminent danger
- Attempt to incapacitate the shooter
- Act with physical aggression and throw items at the active shooter



When Law Enforcement Arrives: (Department of Homeland Security)

- Remain calm and follow instructions
- Put down any items in your hands
- Raise hands and spread fingers
- Keep hands visible at all times
- Avoid quick movements toward officers such as holding on to them for safety
- Avoid pointing, screaming or yelling



You Should Provide To Law Enforcement or 911 Operator: (Department of Homeland Security)

- Location of active shooters
- Number of shooters
- Physical description of shooters
- Number and type of weapons fired by shooters
- Number of potential victims at location.



Coping With An Active Shooter Situation: (Department of Homeland Security)

- Be aware of your environment and any possible dangers
- Take note of the 2 nearest exits in any facility your visit
- If you are in an office, stay there and secure the door
- Attempt to take active shooter down as a last resort



Training Your Staff For An Active Shooter Situation: (Department of Homeland Security)

- Create an Emergency Action Plan and conduct training exercises
- Components of the EAP:
 - Preferred method for reporting this and other emergencies
 - An evacuation policy and procedures
 - Emergency escaping procedures and route assignments (floor plans, safe areas)
 - Contact information for, and responsibility of individuals to be contacted under EAP
 - Information concerning local area hospitals



Training Your Staff For An Active Shooter Situation: (Department of Homeland Security)

- An emergency notification system to alert various parties of an emergency including:
 - Individuals at remote locations within premises
 - Local law enforcement
 - Local area hospitals



Components Of Training Exercises: (Department of Homeland Security)

- Conduct mock active shooter training exercises
- Local law enforcement is excellent resource of designing training exercises
- Recognize sound of gun shots
- React quickly when gun shots are heard and / or when a shooting is witnessed:
 - Run
 - Hide
 - Fight the shooter as a last resort
- Call 911
- Responding when law enforcement arrives



Components Of Training Exercises: (Department of Homeland Security)

- Adapting the survival mind set during times of crisis
- Ensure your facility has at least 2 evacuation routes
- Post evacuation routes in conspicuous locations throughout the facility



Ethical Considerations During A Healthcare Active Shooter Event: (Healthcare & Public Health Sector Critical Infrastructure Protection Partnership) (HPHSCIPP)

- HCP have a duty to care for patients for which they are responsible
- Following guidelines for preparing those who might be involved in a healthcare active shooter event before it happens:
 - Allocate resources fairly with special consideration given to those most vulnerable
 - Limit harm to the extent possible
 - Treat all patients with respect and dignity regardless of level of care that can continue to be provided them
 - Prepare to decide to discontinue care to those who may not be able to be brought to safety in consideration of those who can
 - Realize some individuals who are able to avoid the incident will choose to remain in dangerous areas. Consider how to react to those situations



Principles of Active Shooter Planning & Preparation: (HPHSCIPP)

- Your plan should seek to maximize protection of life
- If possible, evacuation from the incident will reduce the number of people in harm's way and facilitate law enforcement response.
- Determine staff training to determine best course of action to take in maximizing protection of life



Preventing An Active Shooter Situation: (HPHSCIPP)

- **Warning Signs**

- Behavioral based operational assessments of persons of concern
- Development of a personal grievance
- Contextually inappropriate and recent acquisitions of multiple weapons
- Contextually inappropriate and recent escalation in target practice and weapons training
- Contextually inappropriate interest in explosives
- Contextually inappropriate and intense interest or fascination with previous shootings or mass attacks
- Experience of a significant real or perceived personal loss such as a death, breakup, divorce or loss of a job
- Few offenders have previous arrests for violent crimes



Preventing An Active Shooter Situation: (HPHSCIPP)

- According to a study in Annuals of Emergency Medicine, in 2000 – 2011, the US had 154 hospital related shootings:
 - 59% inside the hospital and 41% outside on hospital grounds
 - 235 injured or dead victims
 - Most events involved a determined shooter with a strong motive defined by a grudge (27%), suicide (21%), euthanizing an ill relative (14%) and prisoner escape (11%)
 - The most common victim was the perpetrator (45%)
 - Hospital employees comprised of 20% of victims
 - Physicians (3%) nurses (5%) victims were relatively infrequent
 - In 23% of shootings with the Emergency Department, the weapon was a security officer's gun that was taken by a perpetrator



Planning Team Should Consider the Following: (HPHSCIPP)

- How to evacuate or lock down patients, visitors and staff
- How to evacuate when primary evacuation routes are unusable
- How to select effective shelter in-place locations (optimal locations have thick walls, solid doors with locks, minimal interior windows, first aid kits, communication devices and telephones or duress alarms)



Each person carries a three fold responsibility: (HPHSCIPP)

- First: Learn the signs of a potentially volatile situation and ways to prevent an incident
- Second: Learn the best steps for survival when faced with active shooter situation
- Third: Be prepared to work with law enforcement during response



Develop a Multi Disciplinary Threat Assessment Team: (HPHSCIPP)

- Reviews troubling or threatening behavior of current patients and family members, visitors, staff or other persons brought to attention of TAT
- Contemplates a holistic assessment and management strategy
- Involves overall analysis of changing and relevant behaviors
- Identify any potential victim(s) with whom the individual may interact
- Should coordinate with local FBI office Behavioral Analysis Unit



Avoid – Deny - Defend: (HPHSCIPP)

AVOID – Preferred option and begins with situational awareness of one's environment prior to an active, hostile act occurring. It also includes having a plan ahead of time regarding what you would do in event of active shooter and knowing escape route – AVOID DANGER

DENY – If avoidance is not possible, find ways to prevent the attacker from having access to you and others around you – DENY ACCESS

DEFEND – TAKE ACTION! As a last resort, you have a right to defend yourself if you believe your life is in imminent danger. DEFEND YOURSELF



The 4 A's Active Shooter Response: (HPHSCIPP)

- Accept that an emergency is occurring
- Assess what to do next so that you can save as many lives as possible
- Act – Lockdown
- Alert law enforcement and security



Law Enforcement Active Shooter Tactics: (HPHSCIPP)

- Columbine High School – 1999 – Handled as SWAT operation
 - NOW:
 - Primary objective of first law enforcement officer on scene is to locate and stop the person or persons believed to be the shooter(s)
 - Moving away from waiting for several officers to arrive and form a team prior to searching for shooter
 - Now, a solo officer entry into active shooter situation is encouraged if officer on scene can locate, isolate or stop the shooter prior to other arriving law enforcement officers
 - First officer should provide a “size-up” of the scene
 - As soon as there is no longer an ongoing threat from the shooter, law enforcement officers should transition to providing life sustaining treatment to victims



Facility Clearing Principles Include: (HPHSCIPP)

- Perimeters must be monitored and controlled
- Areas should be cleared once and then access should be limited until situation is resolved
- Threats can present in several forms. Facility clearing teams must maintain situational awareness for improvised weapons to include explosives, pre planned fire, ambushes and secondary and tertiary attacks



Preplanned Exercises (Tabletop, Functional, Full Scale): (HPHSCIPP)

- Exercises are a great method to:
 - Evaluate preparedness program
 - Identify planning and procedural deficiencies
 - Test or validate recently changed procedures or plans
 - Clarify roles and responsibilities
 - Obtain participant feedback and recommendations for program improvement
 - Measure improvement compared to performance objectives
 - Validate training and education
 - Increase awareness and understanding of hazards and potential impacts of hazards
 - Assess capability of existing resources
 - Tabletop exercises are discussion based sessions
 - Functional exercises allow personnel to assess (test readiness by performing their duties in simulated operational environment)
 - Full scale exercises – lengthy exercise which takes place on location – as close to real thing as possible



A Pre-Planned Community Contact Full Scale List is Essential for Facility Communication at Time of Incident. Community Contacts Include: (HPHSCIPP)

- Local law enforcement
- State law enforcement
- FBI federal office
- Fire department (EMS)
- City / County EOC
- Utilities
- Other area medical facility



Care Provided During An Active Shooter Event Can be Remembered by the Acronym THREAT: (HPHSCIPP)

T - Threat Suppression

H - Hemorrhage control

RE -Rapid Extraction to Safety

A - Assessment by medical providers

T - Transport to definitive care



7 Control Tasks For Public Safety Response: (HPHSCIPP)

- Establish Communication and control
- Identify Hot Zone
- Establish Inner Perimeter
- Establish Outer Perimeter
- Establish on scene incident command post
- Establish staging areas
- Request resources as needed



After the Event Responses: (HPHSCIPP)

- Psychological First Aid – Helping others in times of crisis
- EAP
- Family Assistance Center

