



Community
College
of Philadelphia



ACTIVE SHOOTER



ACTIVE SHOOTER LESSONS LEARNED

- Incidents often spontaneous
- Suspect behavior unpredictable
- 90% of Active Shooters are suicidal
- Active Shooter Event over in 10 minutes or less
- “Traditional” Police Response Doesn’t Work

JOINT INTELLIGENCE BULLETIN

09/24/2014

- Active shooter events most commonly occurred in a workplace environment (37 percent) or academic setting (17 percent)
- From investigations and analysis, many active shooters were described as social isolates, harbored feelings of hate and anger, and/or had some reported contact with mental health professionals
- Mental illness is commonly referenced as a potential contributing factor, but its causal impact on the attack can only be speculated
- Very few active shooters had previous arrests for violent crimes
- Common catalysts or triggers observed include: loss of significant relationships, changes in financial status, loss of a job, changes in living arrangements, major adverse changes to life circumstances, and/or feelings of humiliation or rejection on the part of the shooter

Potential Indicators

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If others recognize and report these behaviors, the employee may be assisted, supported, and treated. It is important for employers to establish communication procedures for reporting these concerns. Depending on company policy, employees should alert the Human Resources Department or Safety/Security Department.

- Thoughts
 - Talk of previous violent incidents
 - Unsolicited focus on dangerous weapons
 - Expressions of paranoia or depression
 - Overreaction to workplace changes
- Feelings
 - Depression or withdrawal
 - Unstable, emotional responses
 - Feeling either arrogant and supreme, or powerless
 - Intense anger or hostility
- Behaviors
 - Increased use of alcohol or drugs
 - Violations of company policies
 - Increased absenteeism
 - Exploiting or blaming others



Homeland
Security



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No shots

- The absence of shots does not mean the shooter is not killing people. Many buildings and schools are built to absorb sound so you often can't hear gunshots even when they are occurring.
- The shooter could also :
 - be searching for additional victims to kill
 - raping the women and children (BESLAN ..RUSSIA)
 - fortifying his defense
 - setting up booby traps or explosives (COLUMBINE)

SURVIVAL MINDSET

- Is like a protective shield compromised of (**APR**)
- **Awareness**-basic understanding of active shooter
- **Preparation**-What If's enables to develop effective strategies
- **REHEARSAL** Do you know what gunshots sound like?
When heard people don't know what to do treat any sound outside normal as that and act accordingly
No Second Guessing

TRAINED VS UNTRAINED

- Initial response the same STARTLED/FEAR
- The REACTIONS are different

TRAINED

Anxious

Recall what you
learned

UNTRAINED

Panic

Disbelief/denial

TRAINED VS UNTRAINED

Trained

Prepared to Act
They have
rehearsed
Committed to
action

Untrained

can't believe it
Descend into
helplessness

EMERGENCY PLAN RESPONSIBILITY

- ☑ Does your site emergency plan include active shooter response?
- ☑ Have personnel been trained in providing guidance to employees , tenants ,or guests for this type of emergency?
- ☑ Who on your staff has this responsibility?
- ☑ Are employees trained for this type of emergency?
- ☑ Who to call?
- ☑ Shelter in place or evacuate?
- ☑ Have law enforcement and emergency responders visited your site?

Creating an EMERGENCY ACTION PLAN

- To best prepare your staff for an active shooter situation, create an Emergency Operations Plan (EOP), and conduct training exercises. Together, the EOP and training exercises will prepare your staff to effectively respond and help minimize loss of life
- Components of an Emergency Operations Plan:
 - Method for reporting fires and other emergencies
 - 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 EOP
 - Information concerning local area hospitals (i.e., name, telephone number, 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, and local area hospitals

INCIDENT PRE-PLANNING

- Facility readiness requires that managers develop and exercise response plans that apply general preparedness and response protocols to specific types of emergencies and facility capabilities (including security resources)
- Some items to consider during plan development
 - Establish alternative methods of communication with employees during an incident—including emergency notification system, email, phone, cell phone, text message, and loudspeaker announcements
 - Determine how to estimate the impact of an incident on facility operations and communicate that to customers, the public, and law enforcement
 - Communicate with emergency responders to manage facility expectations of response capabilities

RUN, HIDE, FIGHT



- Active Shooter event is Not a person on campus with a gun
- Active shooter is shooting – Run Hide Fight
- Person on campus with a gun- investigate, validate, respond accordingly.
- <https://www.youtube.com/watch?v=5VcSwejU2Do>



RUN

- Once outside and safe to do so call: 911
Location of the shooter or shooters
Descriptions of shooters
Location of potential victims
Weaponry
Any pertinent information

HIDE-IN-PLACE

- Move to a secure location - don't be cornered
- Door construction
- Lock doors
- Barricades
- Move away from glass
- Phones on silent
- Be QUIET
- **DO NOT HUDDLE ALL TOGETHER**

FIGHT

- THE SHOOTER WILL CONTINUE TO KILL UNLESS HE IS STOPPED
- BE PREPARED TO DO WHATEVER IT TAKES TO SURVIVE
- BE AS AGGRESSIVE AS YOU CAN, SCREAM/YELL, THROW THINGS, USE IMPROVISED WEAPONS TO DISTRACT AND OVERCOME THE ATTACKER
- SWARM AND OVER COME- **FLIGHT 93**

ESCAPE PLAN

- Stairs
- Fire escapes
- Emergency doors
- Leave possession behind
- Keep hands empty
- Do not grab on to police
- Meet up location
- Employee roster

ASSISTING EMERGENCY RESPONDERS

- Is security technology, such as closed circuit television, in place to assist law enforcement in locating the victims and shooter(s)?
- What procedures are in place to provide site and building maps?
- What procedures are available to provide facility access to emergency responders?
- Are critical phone calls getting through to security personnel?
- Are extra radios available for emergency responders?
- Where are incoming emergency response personnel staged?
- Are there any safety concerns as emergency responders enter process areas?

PHILADELPHIA's TRAINED armed RESPONDERS

- Philadelphia Police Officers 5000
- Philadelphia Sheriff's Office
- U.S. Marshal's Service
- Philadelphia FBI
- US Customs
- US Park Police
- Housing Police School Police

POLICE ACTION

- CONTACT TEAM
- First Four Officers on Scene
 - #1 priority is to stop the violence
 - Will move to the sound of violence
 - Will challenge persons as they approach
 - Will bypass injured-relaying information to additional responding units

RESCUE TEAM

- Next arriving Officers
- Same information as Contact Team
- Gets location of injured from Contact Team
- Escorts Fire Paramedics to Injured and positions a combat diamond around medics as they tend to injured.

Role of the Rescue Team



Rescue Team moves to the closest injured people

POST INCIDENT

**SCENE NOT SECURE UNTIL A TACTICAL TEAM CONDUCTS A
COMPLETE SECONDARY SEARCH**

SLOW AND DELIERATE



PREVENTIVE MEASURES

- Have an Emergency Plan
- Be aware of your environment
- Employee Assistance Program
- Minimize the number of entrances to the facility
- Video cameras
- Security personnel
- **PRACTICE** your Emergency Plan

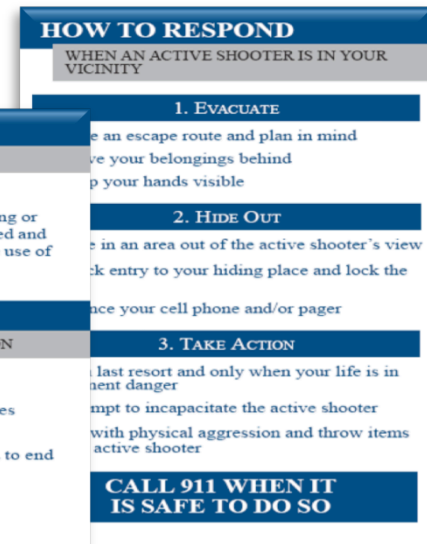
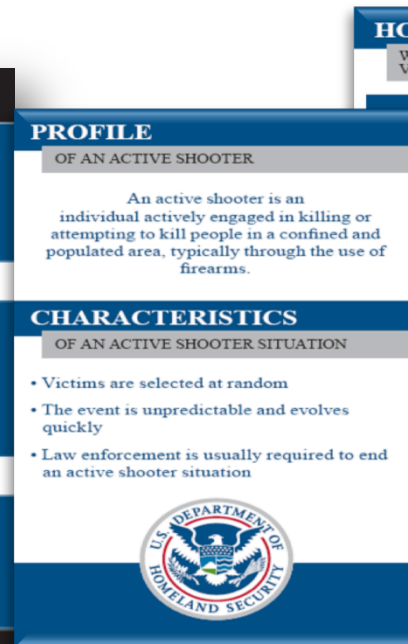
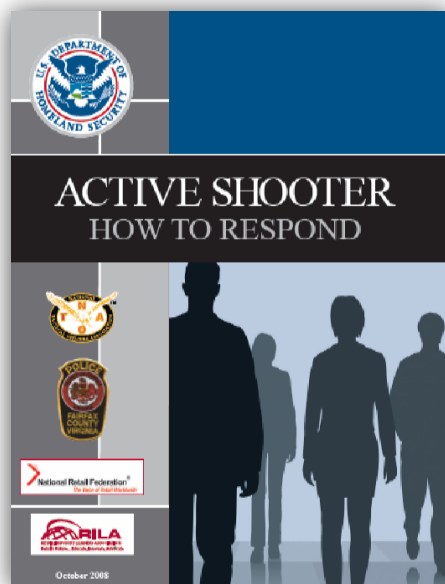
Training and outreach materials

- Materials consist of three products:

- Basic Guide Book
- Break Room Poster
- Pocket Emergency Measures Guide

To download these materials visit
www.dhs.gov/active-shooter

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Online Training

- DHS has released Active Shooter, What You Can Do (IS-907), a new online training course available through the Federal Emergency Management Agency Emergency Management Institute at <http://training.fema.gov/EMIWeb/IS/IS907.asp>
- The course is self-paced and takes about 45 minutes to complete.
- Upon completion, participants can take a short online "final exam" that is instantly scored. A certificate is given to participants who finish the entire course and pass the final exam

Options for Consideration Video

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



QUESTIONS?