GUIDANCE ON HOW TO RESPOND TO AN ACTIVE SHOOTER SITUATION AND REACT WHEN LAW ENFORCEMENT RESPONDS

Cover articles can be found at:

Las Vegas courthouse shooting highlights rising threat:
Las-Vegas-courthouse-shooting-highlights-rising-threat

St. Louis News: ABB Shooting Leaves 3 Dead, 8 Injured:
http://personalimoneystore.com/moneyblog/2010/01/07/
st-louis-news-abb-shooting

Gunman kills 8, himself at busy Nebraska mall:

Two die, four hurt in Atlanta shootings:

Based on
How to Survive An Active Shooter, Fort A.P. Hill, U.S. Army
PROFILE OF AN ACTIVE SHOOTER
An active shooter is an individual engaged in killing or attempting to kill people in a confined and populated area. In most cases, active shooters use firearms and there is no pattern or method to their selection of victims. Active shooter situations are unpredictable and evolve quickly. Typically, the immediate deployment of law enforcement is required to stop the shooting and mitigate harm to victims. Because active shooter situations often are over within 10 to 15 minutes, before law enforcement arrives on the scene, individuals must be prepared mentally and physically to deal with an active shooter situation.

GOOD PRACTICES FOR COPING WITH AN ACTIVE SHOOTER SITUATION
- Be aware of your environment and all possible dangers
- Take note of the two nearest exits in any facility you visit
- If you are in an office, stay there and secure the door
- If you are in a hallway, get into a room and secure the door
- As a last resort, you may choose to 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!

HOW TO RESPOND WHEN LAW ENFORCEMENT ARRIVES
Law enforcement’s goal is to locate, contain and stop the active shooter as soon as possible. Officers will proceed directly to the area in which the last shots were heard.
- Officers usually arrive in teams of four
- Officers may wear regular patrol uniforms or external bulletproof vests, helmets and other tactical equipment
- Officers may be armed with rifles, shotguns and handguns
- Officers may use pepper spray or tear gas to control the situation
- Officers may shout commands and push individuals to the ground for their safety

1. Evacuate
If there is an accessible escape path, attempt to evacuate the premises. Be sure to:
- Have an escape route and plan in mind
- Evacuate regardless of whether others agree to follow
- Leave your belongings behind
- Help others escape, if possible
- Prevent individuals from entering an area where the active shooter may be
- Keep your hands visible
- Follow the instructions of any police officers
- Do not attempt to move wounded people
- Call 911 when you are safe

2. Hide out
If evacuation is not possible, find a place to hide where the active shooter is less likely to find you. Your hiding place should:
- Be out of the active shooter’s view
- Provide protection if shots are fired in your direction (e.g., an office with a closed and locked door)
- Turn off lights
- Not trap you or restrict your options for movement
- Blockade the door with heavy furniture
- Silence your cell phone and/or pager
- Turn off any source of noise (e.g., radios, televisions)
- Hide behind large items (e.g., cabinets, desks)
- Remain quiet

If evacuation or hiding out are not possible:
- Remain calm
- Dial 911, if possible, to alert police to the active shooter’s location
- If you cannot speak, leave the line open and allow the dispatcher to listen

3. Take action against the active shooter
As a last resort, and only when your life is in imminent danger, you may choose to attempt to disrupt and incapacitate the active shooter by:
- Acting as aggressively as possible against him/her
- Throwing items and improvising weapons
- Yelling
- Committing to your actions and follow through

RECOGNIZING POTENTIAL WORKPLACE VIOLENCE
An active shooter in your workplace may be a current or former employee, or an acquaintance of a current or former employee. Intuitive managers and co-workers may notice characteristics of potentially violent behavior in an employee. Employees should inform their supervisor or security/facility manager of the potential for workplace violence due to direct knowledge, reasonable suspicion, observable warning signs or direct threat.

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 often can be managed and treated. Historically, many attackers have had no prior violent criminal record.

Potentially violent behaviors may include one or more of the following (this list of behaviors is not comprehensive nor is it intended as a mechanism for diagnosing violent tendencies):
- Increased use of alcohol and/or illegal drugs
- Unexplained increase in absenteeism; vague physical complaints
- Noticeable decrease in attention to appearance and hygiene
- Depression/withdrawal
- Resistance and overreaction to changes in policy and procedures
- Repeated violations of company policies
- Unexplained major mood swings
- Noticeably unstable, emotional responses
- Explosive outbreaks of anger or rage without provocation
- Suicidal; comments about “putting things in order”
- Behavior that is suspect of paranoia (“everybody is against me”)
- Increasingly talks of problems at home
- Escalation of domestic problems into the workplace; talk of severe financial problems
- Talk of previous incidents of violence
- Empathy with individuals committing violence
- Increase in unsolicited comments about firearms, other dangerous weapons and violent crimes