

IS-907 – Active Shooter: What You Can Do



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Visual 1
IS-907 – Active Shooter: What You Can Do

Course Administration

- **Sign-in sheet**
- **Course evaluation forms**
- **Site logistics**
 - **Emergency procedures**
 - **Breaks**
 - **Restrooms**
 - **Cell phones**



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DISPATCHER:

“911, what is the nature of your emergency?”

CALLER:

“There’s somebody with a gun in the main entrance to the mall and I don’t . . .”

Active shooter situations are unpredictable and evolve quickly.

Are you prepared?



Course Objectives

- **Describe actions to take when confronted with:**
 - **An active shooter.**
 - **Law enforcement officers who are responding to the situation.**
- **Recognize potential workplace violence indicators.**
- **Describe actions to take to prevent and prepare for potential active shooter incidents.**
- **Describe how to manage the consequences of an active shooter incident.**



Active Shooter Incidents

Where we:

- Shop
- Exercise free speech
- Learn
- Work



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About Active Shooter Incidents

- **More frequent.**
- **Anger, revenge, ideology, untreated mental illness.**



Employees can help prevent and prepare.



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Active Shooter Situations



- **Unpredictable.**
- **Evolve quickly.**
- **Continue until stopped by law enforcement, suicide, or intervention.**



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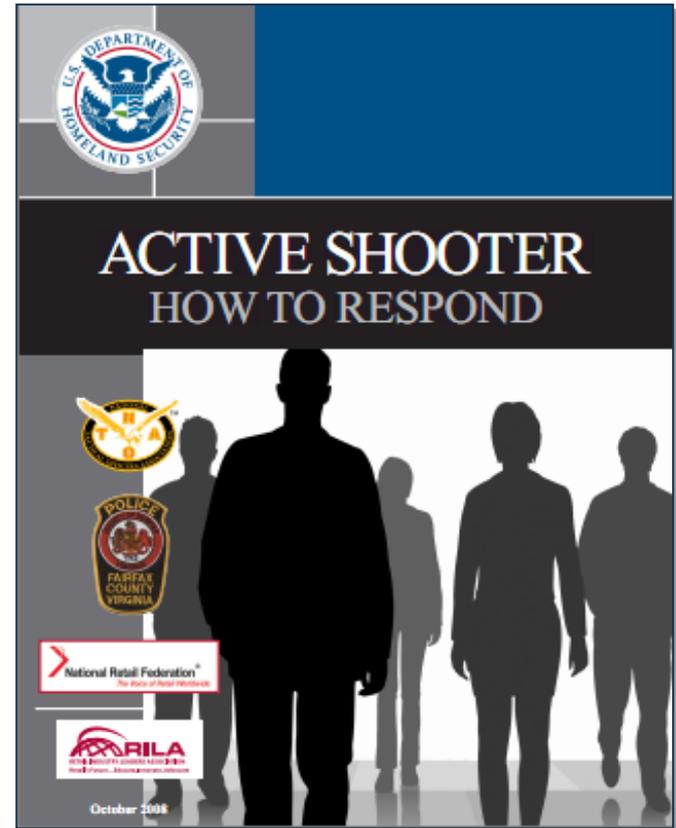
Visual 7

IS-907 – Active Shooter: What You Can Do

Active Shooter Booklet

Guidance for:

- Individuals
- Managers
- Employees



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Course Topics



Respond



Prepare



Follow Up



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Discussion: Response

What actions should you take to keep yourself safe in an active shooter situation?



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How To Respond



Respond

- **Run**
- **Hide**
- **Fight**



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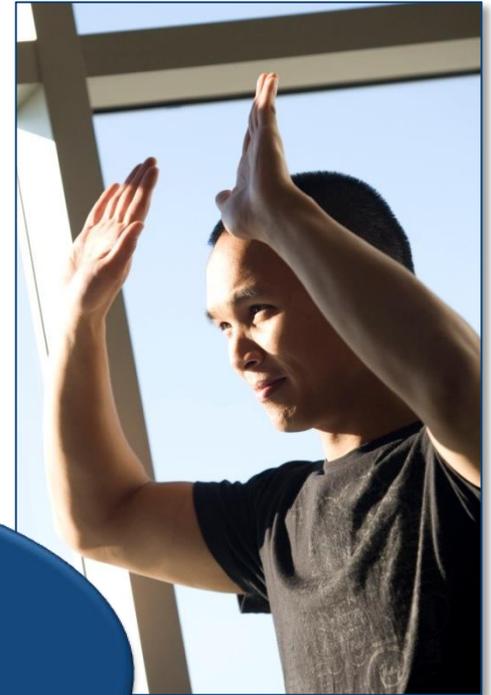
Run (1 of 2)

- **Have an escape route and plan in mind.**
- **Leave your belongings behind.**
- **Help others escape, if possible.**
- **Evacuate regardless of others.**
- **Warn/prevent individuals from entering.**



Run (2 of 2)

- Do not attempt to move wounded people.
- Keep your hands visible.
- Follow police instructions.
- Call 911 when safe.



Why do police
need to see
your hands?



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Hide

Your hiding spot should:

- **Be out of the active shooter's view.**
- **Provide protection if shots are fired.**
- **Not restrict options for movement.**



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Keeping Yourself Safe While Hiding



- If the shooter is nearby:**
- **Lock the door.**
 - **Hide behind large item (e.g., cabinet, desk).**
 - **Silence cell phone/pager.**
 - **Remain quiet.**



Important Information

Provide law enforcement or 911 operators with:

- **Location of shooter.**
- **Number of shooters.**
- **Physical description of shooters.**
- **Number and types of weapons.**
- **Number of potential victims.**



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Fight



As an absolute last resort:

- **Act as aggressively as possible.**
- **Throw items and use improvised weapons.**
- **Work together to incapacitate the shooter.**
- **Commit to your actions.**



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Discussion: Reaction of Managers

What should managers do in an active shooter situation?



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Activity: What Would You Do?

Instructions: Working as a team:

1. Look around the room. Consider what you would do in an active shooter situation and whether it would be better to run or hide.
2. Come up with a list of actions you would take to protect yourself and those around you.
3. Record the list on chart paper.
4. Select a spokesperson and be prepared to present the list in 5 minutes.



Discussion: When Law Enforcement Arrives

What actions should you take when law enforcement arrives?



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Law Enforcement's Role

Immediate purpose:

- **Stop the active shooter.**
- **Proceed to area where last shots heard.**
- **First priority is to eliminate the threat.**



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Additional Officers and Rescue Teams

Teams may:

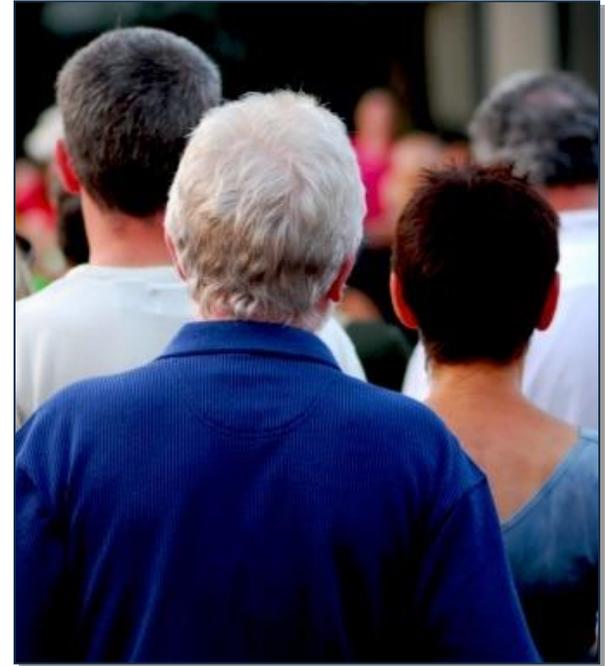
- **Wear bulletproof vests, helmets, and other equipment.**
- **Be armed with rifles, shotguns, and/or handguns.**
- **Use pepper spray.**
- **Shout commands.**
- **Push individuals to the ground for their safety.**



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Reacting to Law Enforcement

- **Remain calm.**
- **Put down any items.**
- **Raise hands and spread fingers.**
- **Avoid quick movements.**
- **Avoid pointing, screaming, or yelling.**
- **Proceed in direction from which officers are entering.**



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Safe Location



Area controlled by law enforcement until:

- **The situation is under control.**
- **All witnesses are identified and questioned.**



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Course Topics



Respond



Prepare



Follow Up



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Discussion: Preparation

**How can you
prepare for and
prevent active
shooter situations?**



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How To Prepare



- **Develop an Emergency Action Plan.**
- **Conduct training.**
- **Recognize indicators of potential workplace violence.**

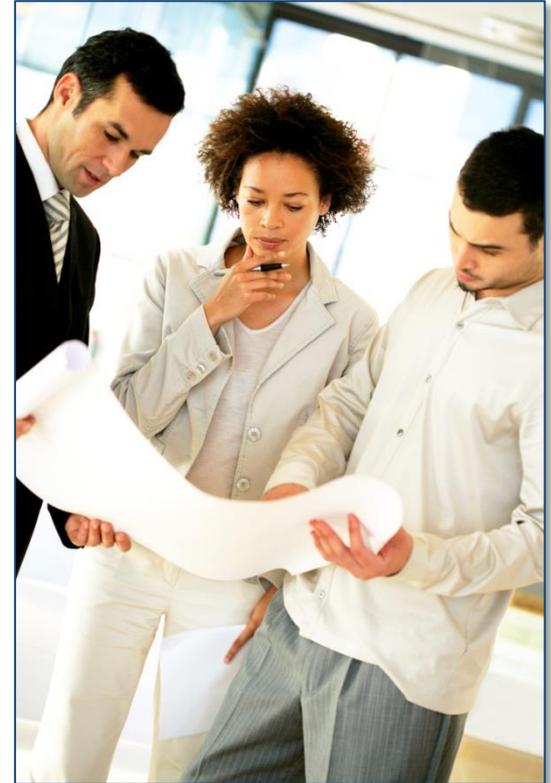


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Developing an Emergency Action Plan

Get input from:

- **Human resources department.**
- **Training department.**
- **Facility owners/operators.**
- **Property manager.**
- **Local law enforcement and emergency responders.**



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Components of an Effective Plan

- A preferred method for reporting different types of emergencies
- An evacuation policy and procedure
- Emergency escape procedures and route assignments
- Contact information for individuals to be contacted under the Emergency Action Plan
- Information concerning local area hospitals
- An emergency notification system to alert various parties of an emergency



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Conducting Training



Employee training should include:

- **Identifying the sound of gunfire.**
- **Reacting quickly.**
- **Calling 911.**
- **Reacting when law enforcement arrives.**
- **Adopting a survival mindset during a crisis.**



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Meet Everyone's Needs

Ensure that plans assess and provide for functional needs:

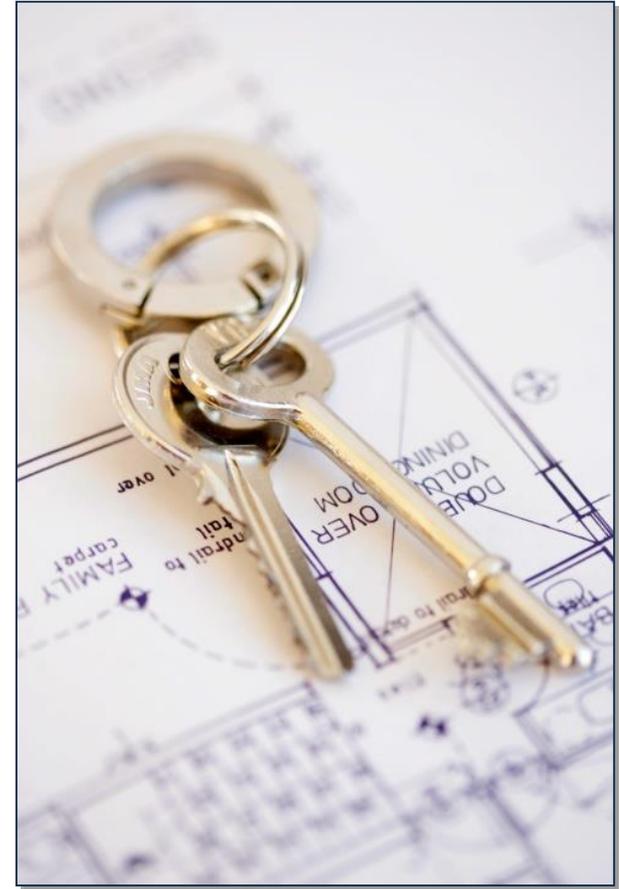
- Hearing or sight
- Mobility
- Limited or no English proficiency



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Facility Manager Responsibilities (1 of 2)

- **Institute access controls.**
- **Distribute critical items.**
- **Assemble crisis kits.**
- **Activate the emergency notification system.**
- **Ensure two evacuation routes.**
- **Coordinate with the facility's security department.**



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Facility Manager Responsibilities (2 of 2)

- **Post evacuation routes.**
- **Place removable floor plans near entrances and exits.**
- **Include law enforcement and first responders in training.**
- **Encourage active shooter training.**
- **Foster a respectful workplace.**
- **Be aware of workplace violence indicators.**



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Recognizing Indicators of Violence



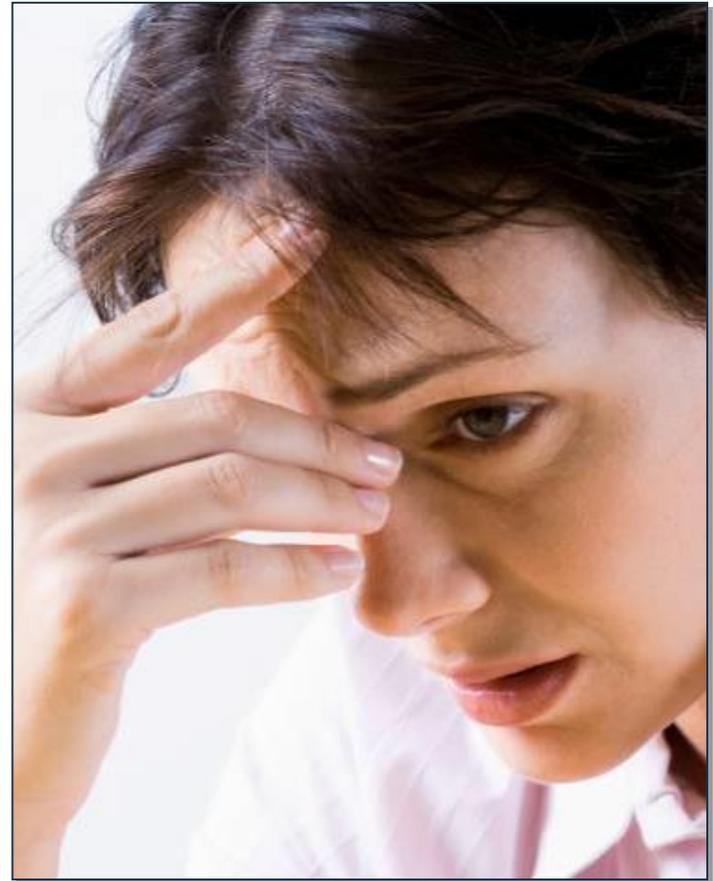
What were the indicators in the examples?



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Workplace Violence Indicators

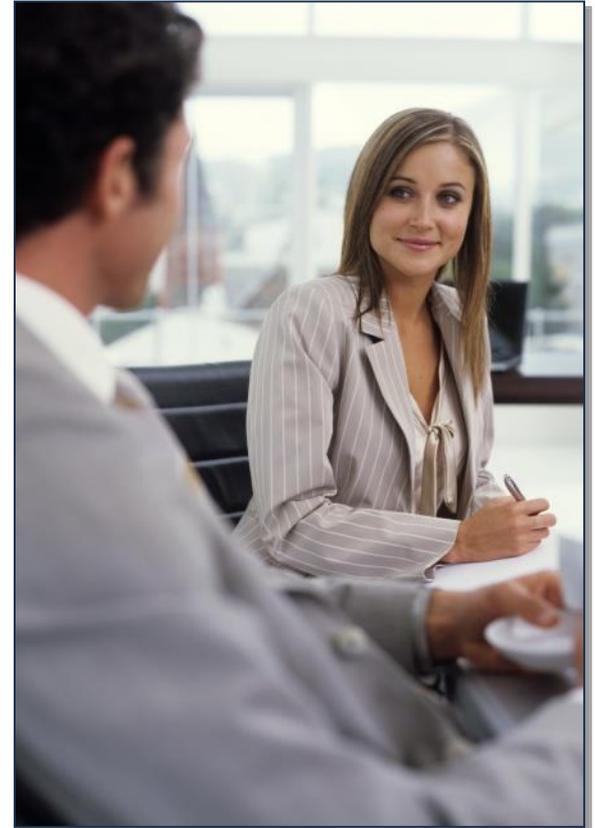
- May be current or former employee.
- May display characteristics of potentially violent behavior.



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Human Resources Responsibilities

- **Conduct effective background checks.**
- **Create system for reporting violent behavior.**
- **Make counseling available.**
- **Develop plan dealing with an active shooter situation.**



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Activity: Indicators of Workplace Violence

Instructions: Working as a team:

- 1. Create a list of 10 indicators of potentially violent behavior.**
- 2. Record the list on chart paper.**
- 3. Select a spokesperson and be prepared to present your list in 5 minutes.**



Activity: Self-Assessment

Instructions: Working individually:

- 1. Take 5 minutes to complete the self-assessment in your Student Manual.**
- 2. Jot down action steps you can take for areas needing improvement.**
- 3. Remember, this is a self-assessment, so be honest!**



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Course Topics



Respond



Prepare



Follow Up



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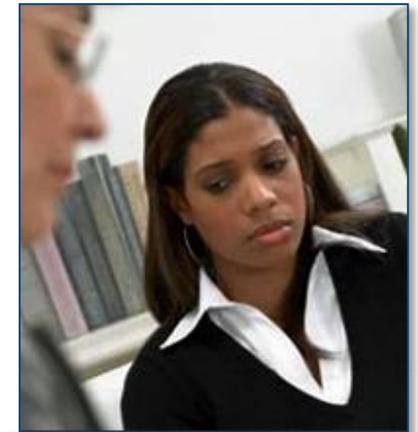
How To Follow Up

Important to:

- Manage consequences
- Capture lessons learned

Results:

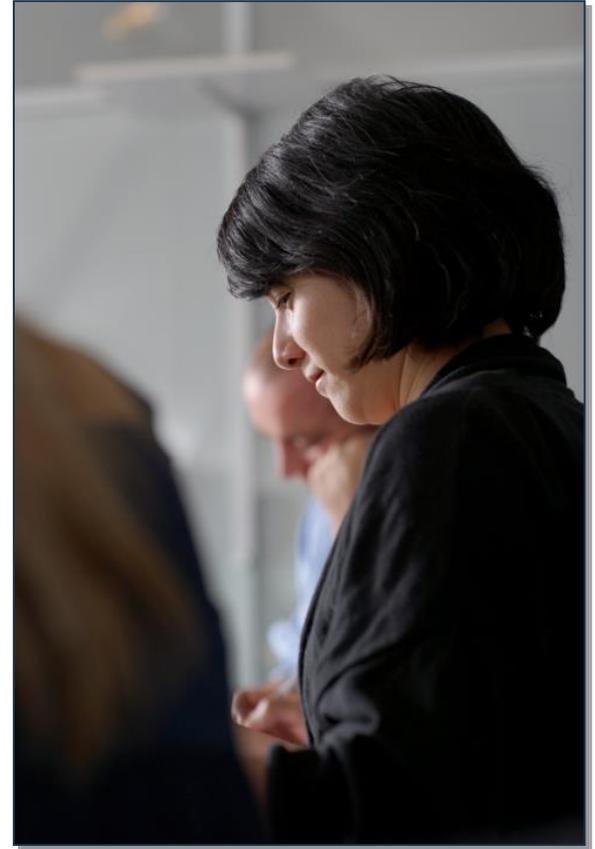
- Promotes well-being of those involved
- Facilitates preparedness for future emergencies



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Managing the Consequences

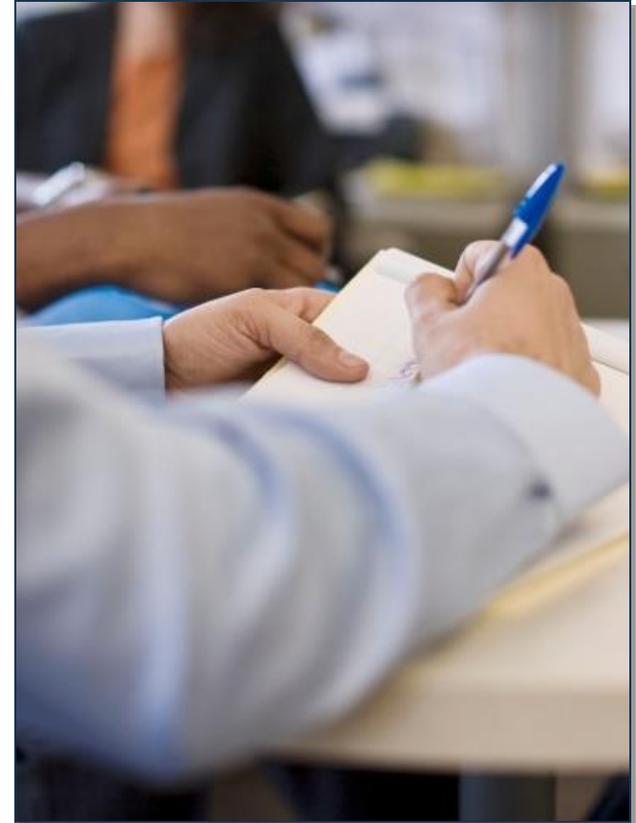
- **Determine who is missing or injured.**
- **Determine a method for notifying families.**
- **Assess psychological state of individuals.**
- **Identify and fill critical personnel or operational gaps.**



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Lessons Learned

- Document response activities.
- Identify successes and failures.
- Provide analysis of existing plan effectiveness.
- Describe plans for improvements.



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Activity: Post-Event Actions

Instructions: Working as a team:

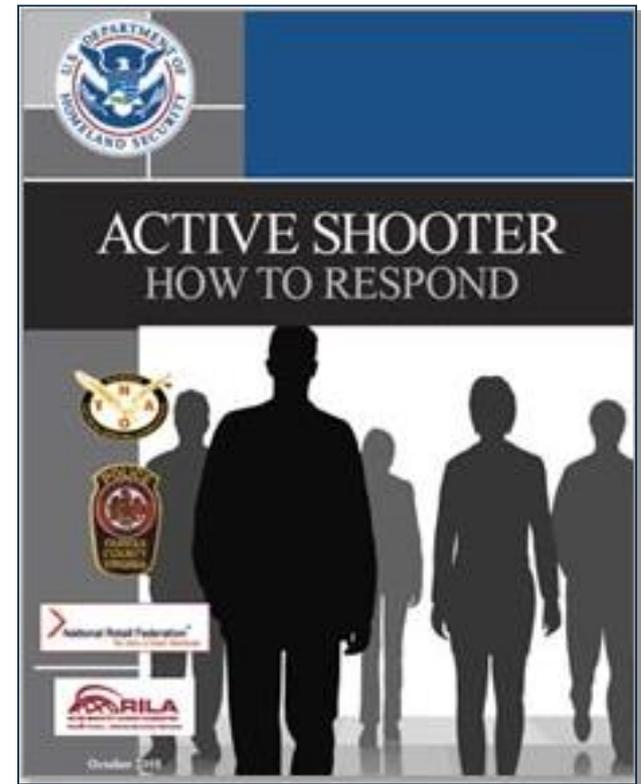
1. Review the scenario in your Student Manual.
2. Write a list of post-event actions you should take that day and in the coming weeks.
3. Select a spokesperson and be prepared to present your list in 5 minutes.



Workplace Violence Resources

Resources include:

- **Active Shooter Booklet**
- **Active Shooter Pocket Guide**
- **Active Shooter Poster**



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Course Summary

- **Run, Hide, Fight.**
- **Call 911 when it is safe to do so!**
- **Always take note of the two nearest exits.**
- **Be aware of your environment and possible dangers.**



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Final Exam

Instructions:

1. Take a few moments to review the Student Manual and identify any questions.
2. Ensure all questions are answered.
3. When taking the test . . .
 - Read each item carefully.
 - Check your work and enter the answers online.



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Feedback



**Please complete the
course evaluation
form.**

**Your comments
are important!**



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