ACTIVE SHOOTER

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ACTIVE SHOOTER

Aurora, Colorado
July 20, 2012

August 6, 2012
Shooting at Sikh temple in Wisconsin
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NEW YORK - outside the Empire State Building
August 24, 2012

Perry Hall High School:
Student Shot on First Day of Classes in
Baltimore County, Maryland School

August 27, 2012
ACTIVE SHOOTER

Montreal, Sept. 4, 2012
Quebec Premier's Rally

September 11, 2012

September 12, 2012

Montreal, Sept. 4, 2012
Quebec Premier's Rally
RUN > HIDE > FIGHT
SURVIVING AN ACTIVE SHOOTER EVENT

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READYHouston
WWW.READYHOUSTONTX.GOV

for more information:
When an active shooter is in your vicinity:

- If there is an escape path, attempt to evacuate.
- Evacuate whether others agree to or not.
- Leave your belongings behind.
- Help others escape if possible.
- Prevent others from entering the area.
- Call 911 when you are safe.
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HIDE
If evacuation is not possible, find a place to hide.

- Lock and/or blockade the door.
- Silence your cell phone.
- Hide behind large objects.
- Remain very quiet.

Your hiding place should:
- Be out of the shooter’s view.
- Provide protection if shots are fired in your direction.
- Not trap or restrict your options for movement.
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As a last resort, and only if your life is in danger:

» Attempt to incapacitate the shooter.
» Act with physical aggression.
» Improvise weapons.
» Commit to your actions.
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911
When Law Enforcement Arrives:

➤ Remain calm and follow instructions.
➤ Keep your hands visible at all times.
➤ Avoid pointing or yelling.
➤ Know that help for the injured is on its way.
Active Shooter Events are Becoming the Norm

- You may be out shopping, at a place of worship, or relaxing in a public area but you are in someone else’s workplace and you don’t know what may arise.

Active Shooter Events may be Over before the Police Arrive

- An Active Shooter is there to make a statement or take some form of revenge.
- Events are over in minutes with the shooter achieving their goal and committing suicide or police arriving and shooting the individual.
- Preparedness is your best defense.
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- **DO NOT: Pull the Fire Alarm**
  - Provides audio cover for the shooter.
  - Drives unknowing employees and visitors into known evacuation routes and possibly into the shooter’s path.
  - Summons the fire department who will not be ready for an active shooter.
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- **DO NOT: Use the Hold Up Alarms**
  - Arriving police will be prepared for a robbery, not an active shooter
    - Robbery procedures involve establishing a cordon and contact inside the area robbed
    - Then negotiating with robbers inside or collecting evidence of departed robbers

- **CALL 911: Use the Words “Active Shooter”**
  - Arriving police will be ready to enter immediately to identify and stop the shooter(s).
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- **DO NOT: Expect the First Officers to Help**
  - Arriving police will enter to stop the shooter(s)
  - Show them open and empty hands
  - Comply with them
  - Tell them what you know about the shooter(s)
  - Know that until they establish you are not a threat that police may point weapons at you. This is for your safety and theirs.

- **Additional Officers and Medical Personnel will Assist the Injured**
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- DO NOT: Impede the First Officers
  - Arriving police will not necessarily know you are not a threat
  - Do not get in their way
  - Do not run at them
  - Do not try to touch them
  - Do not shout your need for help

- If you are injured try not to panic

- Seek aid from others until medical personnel arrive
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- Remember Police are Trained that “Hands Kill”
  - Show police open and empty hands
  - Put phones in pockets or drop them
  - Once you are out of the building and safe, then you can let your friends and family know of your status
Your Role as Leaders before an Emergency

- Engage with your employees about emergency preparedness and address the issue of workplace violence.
- Depending on your role partner with Security and Human Resources Departments to develop protective strategies to prevent, prepare for the day, and recover from the aftermath of an active shooter event.
Encourage Employees to Bring Emergency Planning Home

- The better prepared they and their families are for emergencies the less time their personal recovery will take.
- Personal plans make it easier for everyone to focus on work.
- Active shooter information and at least pre-thinking how to react in all situations may protect them and their families as they go about their lives.
Help Prevent Active Shooter Events at Work

- Know who you allow or invite in the building
  - Former employees
  - Disgruntled members/customers
- Always display your access badge
- Refrain from piggy-backing or allowing others to do so
  - It may appear rude but it may prevent recently fired employees or disgruntled customers from entering
  - Understand why others may appear rude
Familiarize yourself with your company’s emergency procedures/guidelines

Active Shooter Pocket Card
http://www.dhs.gov/xlibrary/assets/active_shooter_pocket_card.pdf

Active Shooter How to Respond Booklet
http://www.dhs.gov/xlibrary/assets/active_shooter_booklet.pdf

Run, Hide, Fight Video on YouTube
www.youtube.com/watch?v=5VcSweju2D0

Personal Preparedness
www.ready.gov
HELPFUL RESOURCES

- ASIS (A professional society devoted to security)
  www.asisonline.org

- IFMA (A professional society devoted to facility management)
  www.ifma.org

- ACP (A professional society devoted to continuity planning)
  www.acp-international.com
Thank You