Active Shooter: Act and Survive

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What is an Active Shooter situation?

An Active Shooter is an individual actively engaged in killing or attempting to kill people in a populated area; in most cases, active shooters use firearms(s) and there is no pattern or method to their selection of victims.

Learning Objectives

• Prevention
• Demographics
• Taking Action
• Response Strategies
• Reacting to Law Enforcement
• Your Emergency Action Plan
Prevention

• Nobody snaps!
• Behaviors are leading indicators
• Speak up (50% don’t act)
• Triggering event
• Workplace Violence and Prevention Intervention Standard
  ASIS/SHRM Standard (WPVI.1 – 2011)
Number of Incidents by Year

- **7.4/year 2000-2008**
- **19/year 2009-2015**

Federal Bureau of Investigation
BLS Workplace Deaths from Violence 2015

• 14.5% overall (4th)
• 18% for females (2nd)
• 32% of female deaths associated with family member (2% for men)
• 16% of female deaths with co-worker or work associate (15% for men)
Where do these shootings occur?

• 70% in commerce/business or educational environment

• 27.5% occurred at Businesses Open to Pedestrian Traffic (no real security). In those cases, 68% of the shooters were not employed by the businesses (more random)

• 14.4% occurred at Businesses Closed to Pedestrian Traffic (some security in place); 22 of the 23 shooters were employed or previously employed at the business

http://www.dhs.gov/active-shooter-preparedness
Shooter Demographics

• All but 4 (2%) incidents involved a single shooter
• Shooters targeted family members, current, estranged, or former wives as well as current or former girlfriends in approx. 20% of cases
• Only 4% of the shootings involved female shooters
• 40% of the shooters committed suicide to end the event

Suicide Prevention

- Why Important
  - Construction is 2nd leading industry for worker suicide
  - 4,000 per year

- 2 types of suicidal people
  - 1st feels their death will benefit others
  - Smaller group sees it as an opportunity to right a perceived wrong on their way out
  - People progress from the first state to the second

- Active Shooters almost always are in that second state of mind

Construction Industry Alliance for Suicide Prevention, Construction Subcommittee of the Workplace Task Force National Action Alliance for Suicide Prevention
Your Action Is Critical

The “active” aspect of the definition inherently implies that both law enforcement personnel and citizens have the potential to affect the outcome of the event based upon their responses to the situation. The consistency of these incidents supports the paramount need for training and exercises for law enforcement, other first responders, and citizens alike.

FBI Unclassified Document: Active Shooter Incidents in the United States in 2014 and 2015
Why is action important?

• 121 (60.5%) of the 200 incidents ended before police arrived.

• Active Shooter events typically last 10 to 15 minutes. The average law enforcement response time is 14 minutes.

• In incidents where duration could be ascertained, 70% ended in 5 minutes or less.

• Your action is critical to the best outcome.

Action vs. Reaction

- Hope is not a strategy
- “Why” doesn’t matter, survival does
- Panic is counterproductive
- Action always has the edge over reaction
Effective Action – The OODA Loop

Observe: You become aware of a potentially dangerous situation.

Orient yourself to the situation so you can best determine your options.

Act: Do it - follow through on your plan to the best of your abilities.

Decide: Based on what you know, decide the best response - determine what you want to do.
Run

• Get off the X
• Don’t stop moving or contemplating your next move
• Know your escape route
• Evacuate regardless of whether others agree to follow
• Leave your belongings behind
• Prevent individuals from entering
• Call 911 when you are safe
• DO NOT PULL THE FIRE ALARM!!
Hide

• Hiding is a secondary option to running

• Identify Safe Havens in advance (do not post publically)

• Hiding makes you a stationary target. This is reason for high death tolls in schools

• Contact Law Enforcement
Contact Law Enforcement

• Dial 911

• If you cannot speak, leave the line open

• Remain calm and follow instructions

• Only state the facts as you know them, don’t guess
What to Tell 911 Operator

• Location of the active shooter
• Number of shooters, if more than one
• Physical description of shooter/s
• Number and type of weapons held by the shooter/s
• Number of potential victims at the location
Hide – Secure and Barricade

• Lock and barricade the door with heavy furniture
• Silence your cell phone and/or pager
• Turn off any source of noise (i.e., radios, televisions)
• Close blinds and turn off lights
• Do not trap or restrict your options for movement
Hide – Cover vs. Concealment

- Stay out of the active shooter’s view
- Stay clear of windows and walls next to common areas
- Hide behind large items
- Concealment means hiding from view
- Cover is placing yourself behind an object that protects you
- Cover is best
Fight

• 40% of active shooter incidents end with the shooter committing suicide
• 50% of active shooter incidents end by physical force
• Action is imperative. Do not hesitate.
Attack

• Don’t fight fair, eyes, groin, head, etc.
• Act with physical aggression
• Incapacitate the shooter
• Improvised weapons: fire extinguishers, chairs, hot liquids, hard object (stapler) in a towel or other piece of cloth.
• Company may authorize acceptable weapons in the workplace (i.e. baseball bats, mace, pepper spray, etc.)
Know Your Weapons

• Handguns
  • Pistol – Semi Auto (capacity 5 to 30 rounds)
  • Revolver (capacity 5 to 6 rounds)
Know Your Weapons

• Long guns
  • Bolt Action (capacity 4 to 5 rounds)
  • Semi-Auto (capacity 5 to 30 rounds or more)
Know Your Weapons

• Shotgun
  • Semi-Auto (capacity 4 to 5 rounds)
  • Pump Action (capacity 4 to 5 rounds)
Disarming Shooter

• **Long Gun**
  • Control Apex of gun.
  • Barrel will be hot.
  • Place arm over muzzle and pull close to you. Bigger muscles give you more control over the weapon. Muzzle is now behind you.

• **Pistol**
  • Try to grab top of gun (rail) or cylinder on revolver.
  • When the gun is fired, it will not cycle properly and cause a jam.
  • This creates opportunity.
When Police Arrive – Their Mission

• The police are there to stop the shooter, not aid the wounded
• You may be held
• You may be treated as suspect
• Do not leave without permission
When Police Arrive – How to React

• Remain calm
• Follow instructions
• Keep hands empty
• Raise hands and spread fingers
• Keep hands visible
• Avoid quick movements
• Proceed in the direction from which officers came
Have a Plan

• To best prepare your staff for an active shooter situation, create/modify your Emergency Action Plan (EAP)
• Conduct training exercises
• Ask local law enforcement for assistance
• We default to our level of training
Be Prepared

• Ensure that your facility has at least two evacuation routes
• Identify Safe Haven areas
• Post evacuation routes in conspicuous locations throughout your facility
• DO NOT post Safe Haven locations
• Include local law enforcement during training exercises
• Encourage law enforcement, emergency responders, SWAT teams, K-9 teams and bomb squads to train for an active shooter scenario at your location
Conclusion

• Active shooters are indiscriminate in who they kill
• Have a plan
• Train your plan
• Execute your plan
• Be fearless; it’s you or the shooter
• Don’t be a victim
References


• Supertes, “How to Recognize and Survive the Active Shooter”, Countermeasure Consulting Group, LLC

• Active shooter video: www.activeshooter.lasd.org

• Active shooter video: www.readyhoustontx.gov/videos.html

• Active shooter video: https://www.youtube.com/watch?v=NE39wTxR8Ok


• Suicide Prevention in the WorkplaceIS/SHRM Workplace Violence Prevention: http://actionallianceforsuicideprevention.org/sites/actionallianceforsuicideprevention.org/files/Suicide%20Prevention%20in%20the%20Workplace%20-%20Final.pdf
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