



# Active Intruder/Shooter Planning

# Active Shooter vs. Other Emergencies

What is the difference between active shooter and other threat-specific emergencies?

# Differences

- ▶ Intent
- ▶ Malice
- ▶ Direction
- ▶ Public Reaction
- ▶ Trauma

# Characteristics of An Active Shooter Situation

- ▶ Victims are selected at random
- ▶ The event is unpredictable and evolves quickly
- ▶ Law enforcement is usually required to end an active shooter situation

# Ten Key Findings in Shootings

U.S. Secret Service:

1. There is no accurate or useful profile of individuals who have engaged in targeted violence.
2. Incidents of targeted violence are rarely sudden, impulsive acts.



# Ten Key Findings in Shootings

3. Prior to most incidents, other people knew about the attacker's idea and/or the plan to attack.
4. Most attackers did not threaten their targets directly prior to advancing the attack.
5. Most attackers engaged in some behavior prior to the incident that caused others concern or indicated a need for help.

# Ten Key Findings in Shootings

6. Most attackers had difficulty coping with significant loss or personal failures. Moreover, many had considered or attempted suicide.
7. Many attackers felt bullied, persecuted, or injured by others prior to the attack.
8. Most attackers had access to and had used weapons prior to the attack.

# Ten Key Findings in Shootings

9. In many cases, others were involved in some capacity.
10. Despite prompt law enforcement officer responses, most shooting incidents were stopped by means other than law enforcement intervention.



# See Something, Say Something

Observe warning signs:

- ▶ Unusual or threatening communications.
- ▶ Expressed grievances related to a workplace, personal, or other issues.
- ▶ Ideologies promoting violence.
- ▶ Suspicious behavior such as excessive questioning or attention to security details.
- ▶ Suspicious stockpiling of weapons and ammunition.
- ▶ Unusual items or packages.

# Responding to an Active Intruder/Shooter Event

- ▶ Law enforcement may not be present when a shooting begins
- ▶ The first law enforcement officers on the scene may arrive after the shooting has ended

# Responding to an Active Intruder/Shooter Event

- ▶ No single response fits all active shooter situations
- ▶ There is no single answer for these events, but a survival mindset can increase the odds of surviving

# Responding to an Active Intruder/Shooter Event

Initial response to a shooter event:

- ▶ Startled, loud noise(s), disruption
- ▶ Disbelief, denial, confusion. This can't be happening.
- ▶ Do you freeze? Respond?

# Responding to an Active Intruder/Shooter Event

Respond immediately: Believe the threat is real

- ▶ Saves time
- ▶ Motivates others to act

# Responding to an Active Intruder/Shooter Event

- ▶ What are your options in an active shooter incident?
  - ▶ Run
  - ▶ Hide
  - ▶ Fight



# Run, Hide, Fight

## Run

- ▶ Have escape routes and a plan in mind
- ▶ Leave your belongings behind
- ▶ Keep your hands visible

# Run, Hide, Fight

## Run

- ▶ Avoid elevators
- ▶ Take others with you, but don't stay behind if others won't go
- ▶ Call 911 when safe to do so

# Run, Hide, Fight

## Hide

- ▶ If running is not a safe option, hide in as safe a place as possible
- ▶ Lock the door
- ▶ Barricade the door with anything available
- ▶ Close and lock windows and close blinds or cover windows
- ▶ Silence your cell phone

# Run, Hide, Fight

## Hide

- ▶ Remain along the wall closest to the exit but out of view of the hallway. This possibly allows for an ambush of the shooter (Fight) and/or for possible escape (Run) if the shooter enters the room
- ▶ Attempt to communicate with first responders as stealthily as possible. For example, signs in windows
- ▶ Remain in hiding until given the all clear by recognized law enforcement

# Run, Hide, Fight

## Fight

- ▶ If you can't run, and you can't hide, then as a last resort you may choose to fight the attacker
- ▶ Use objects in your environment
- ▶ Use sheer numbers against the attacker

# Run, Hide, Fight

## Fight

- ▶ The goal is to distract, subdue, and disarm the assailant
- ▶ Hold the person until law enforcement arrives



# Run, Hide, Fight

## Fight

- ▶ In a study of 41 active shooter events that ended before law enforcement officers arrived, the potential victims stopped the attack themselves in 16 instances. In 13 of those 16 cases they physically subdued the attacker.

# Active Shooter Training

- ▶ Run when it is safe to run
- ▶ Hide where it is safe to hide
- ▶ Fight if you or others around you have no other options
- ▶ Have a mindset of survival

## ALICE

- Alert
- Lockdown
- Inform
- Counter
- Evacuate

Run  
Hide  
Fight

Avoid  
Deny  
Defend

Identify  
Assess  
Prevent

# When Law Enforcement Arrives

- ▶ Remain calm and follow instructions
- ▶ Put down any items in your hands (i.e., bags, jackets)
- ▶ Raise hands and spread fingers
- ▶ Keep hands visible at all times
- ▶ Avoid quick movements toward officers such as holding on to them for safety
- ▶ Avoid pointing, screaming or yelling
- ▶ Do not stop to ask officers for help or direction when evacuating

# Training

These are decisions for each parish to work through their planning process and determine for themselves

- ▶ Training for staff and/or volunteers
- ▶ Training for parishioners
- ▶ Training for ushers

What type of training?

Who participates?

# Training Options

- ▶ ALICE
- ▶ Run, Hide, Fight
- ▶ Stop the Bleed
- ▶ Basic first aid
- ▶ Situational Awareness
- ▶ Verbal De-escalation

Check with local law enforcement agencies on the availability of Active Intruder Training

# Local Law Enforcement

- ▶ Some provide training and/or information on response to an active shooter event



# Resources

Diocese Website:

- ▶ Webinar
- ▶ Run, Hide, Fight video
- ▶ Active Intruder/Shooter Annex template

# Emergency Operations Plans

- ▶ Due June 30, 2019
  - ▶ Parish plan
  - ▶ School plan
- ▶ Send to: [jane@jhcassociates.com](mailto:jane@jhcassociates.com)
- ▶ Questions: 515-491-6088