

ACTIVE SHOOTERS AND ARMED ASSAILANTS : Response Tools for Workplace Violence Events



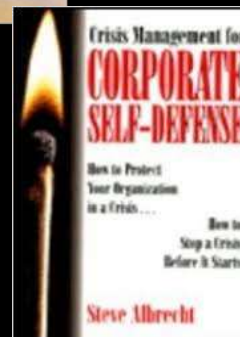
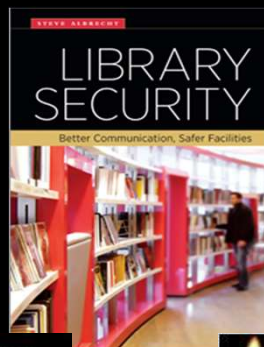
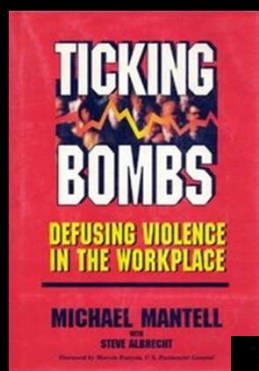
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THE VALUE OF "STRESS INNOCULATION" TRAINING

You attend trainings like this one to **change your behavior under stress.**

During life-threatening stress, we revert back to what we recall from our patterns and/or our training.

For example; do you dial 9-1-1 or 9-9-1-1 to get emergency help from your facility's phone system?

Who answers the 9-1-1 call from your cell phone? Highway Patrol? Fire Department, State Police, Local Police?

How would you leave your facility if your usual entry/exit point was blocked?

If an armed attacker is on the second floor and you're on the third, should you go up or down?

SOME THEMES . . .

These attackers are there to kill, not talk. **You cannot negotiate your freedom from them.**

They have a short window of time – 5 to 10 minutes – to do what they planned to do, before the arrival of the police.

The police response will involve lots of different armed people, wearing different uniforms. Be ready for that.

Learn some basic first-aid (especially the use of tourniquets), just in case.

Give the 911 dispatchers and arriving police, as much information as you can – direction, description, clothing, type of weapon, number of people shot.

Be prepared to fight. **They are not Navy SEALs.** You can win.

Tell yourself you and your colleagues will survive.

PERPETRATORS OF WORKPLACE VIOLENCE PER OSHA

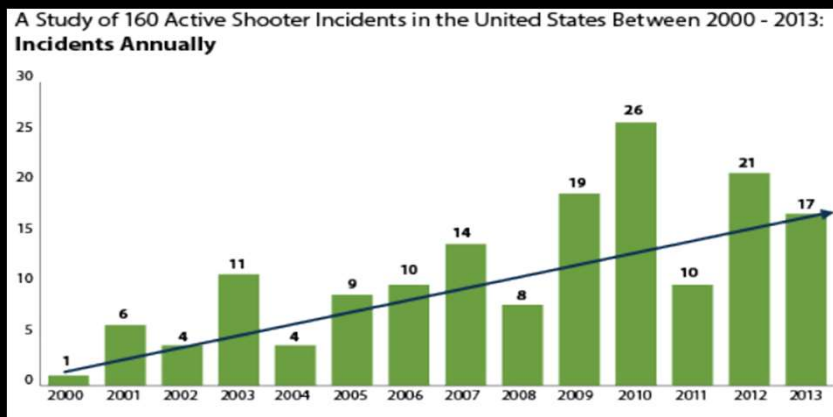
Type 1: Criminals or strangers.

Type 2: Taxpayers, customers, students, patients, passengers, vendors, visitors.

Type 3: Current or former employees.

Type 4: Current or former spouse/partner of an employee.

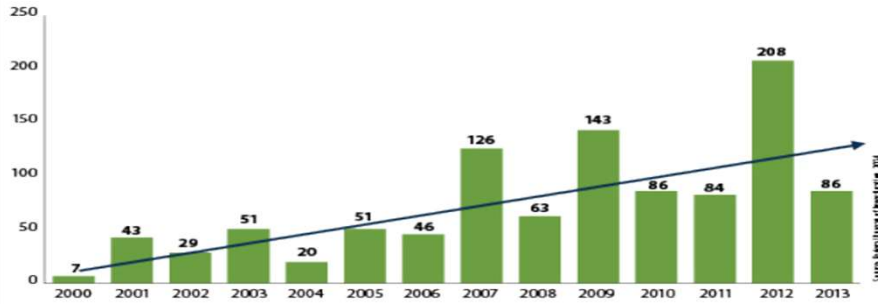
2000 - 2013 U.S. Annual Mass Attack Incidents



FBI "A Study Of Active Shooter Incidents in the United States 2000 - 2013"
Unclassified - 9-16-13

2000 - 2013 U.S. Annual Casualties (Killed or Wounded)

A Study of 160 Active Shooter Incidents in the United States Between 2000 - 2013:
Annual Totals of 1,043 Casualties

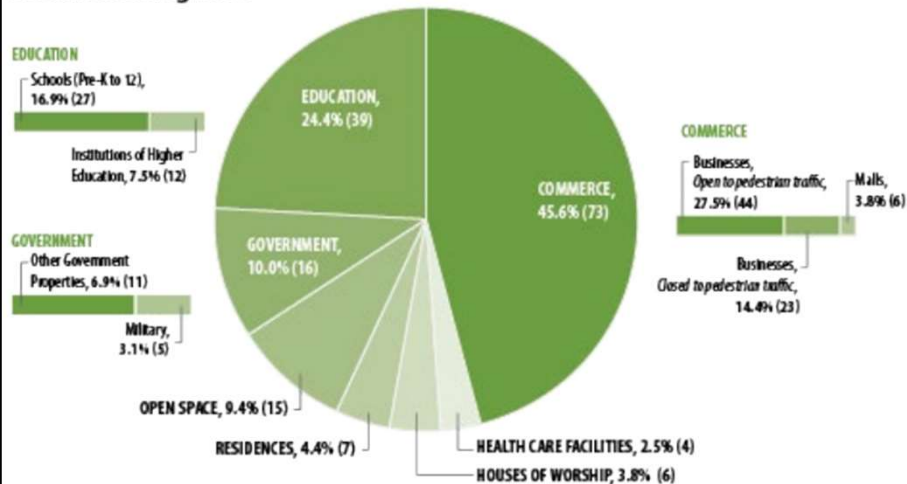


18 According to the 2007 National Crime Victimization Survey, 53.4% of the time, law enforcement was able to respond to a reported violent crime in less than 10 minutes. Bureau of Justice, National Crime Victimization Survey, Criminal Victimization in the United States, 2007 Statistical Tables, February 2010.

19 Investigative Assistance for Violent Crimes Act of 2012, 28 USC 530C(b)(1)(M)(i).

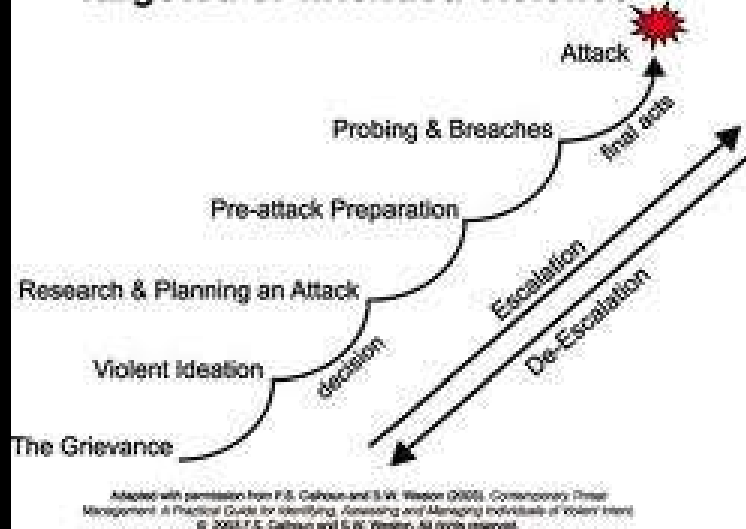
FBI "A Study Of Active Shooter Incidents in the United States 2000 – 2013"
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A Study of 160 Active Shooter Incidents in the United States Between 2000 - 2013:
Location Categories



FBI "A Study Of Active Shooter Incidents in the United States 2000 – 2013"
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Pathway to Workplace Targeted or Intended Violence



REALITY CHECK

These events are both catastrophic and rare.

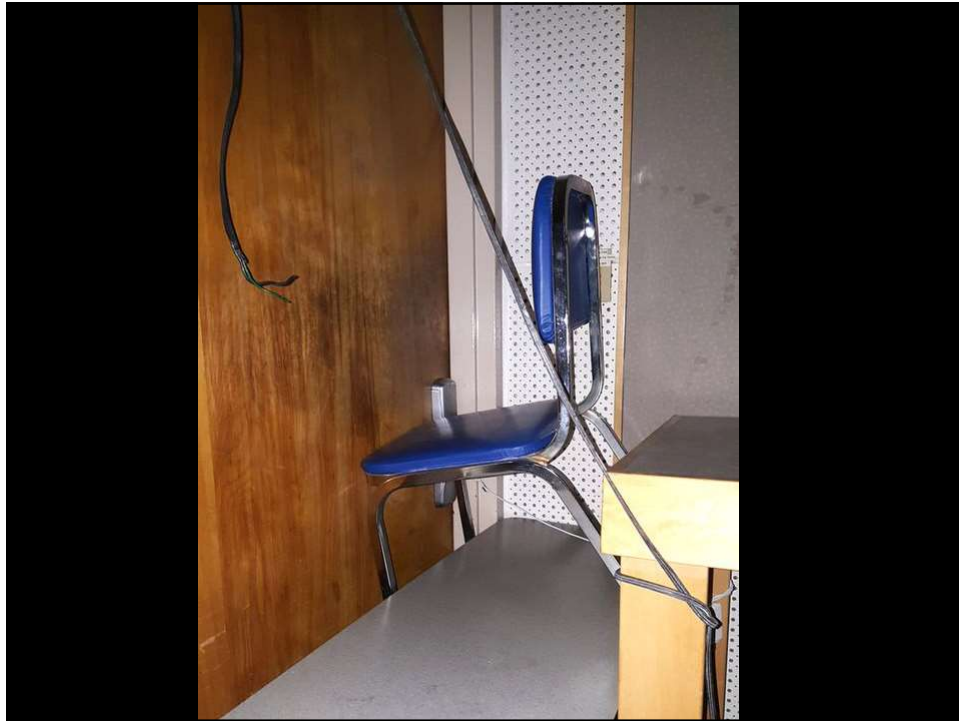
These incidents are mostly committed by male Lone Wolf Actors. They may use guns, edged weapons, or vehicles.

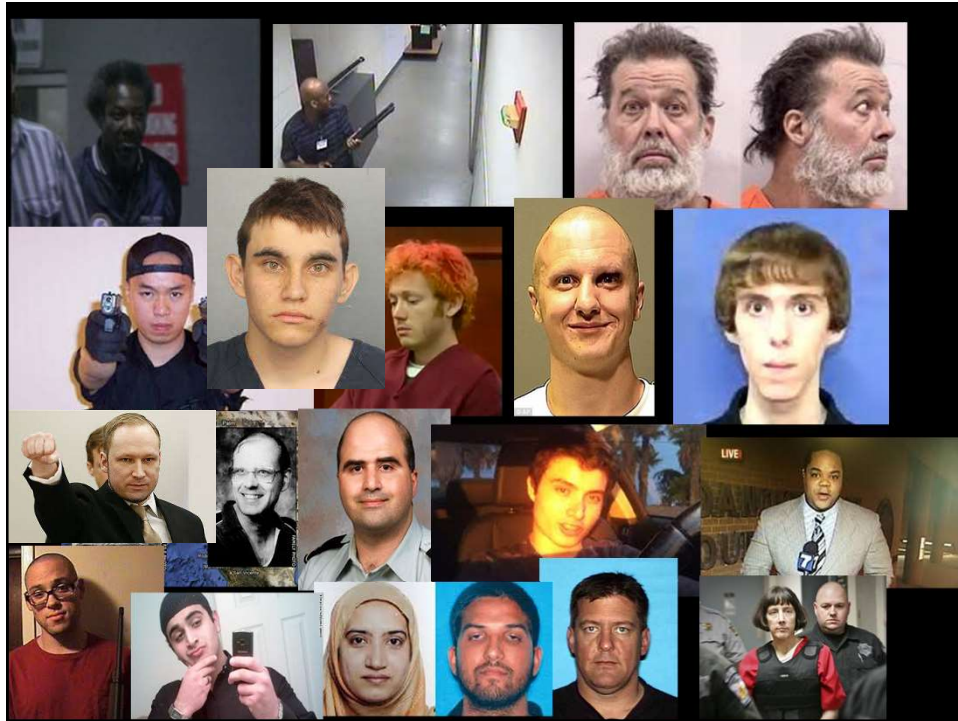
No shooter has breached a secured door and killed employees or students.
No shooter has ever pretended to be the police.

We know Run – Hide – Fight works.

We can't "predict violence," but we can assess dangerous, threatening, or pre-attack behaviors. We can listen for third-party threats and "leakage."

Our greatest strengths are: employee and management vigilance; rapid but measured responses; partnerships with our security stakeholders; training, plans, and drills; and a Threat Assessment Team approach.





**Disconnected, disaffected, depressed, driven to act,
desire for revenge, desperate, dangerous**

**Early Psychopathy, Narcissistic Entitlement, Depression,
No Empathy or Regard for Self or Others**

"I want to outdo my idols. I want international attention. I want to be infamous. You can only kill me once. My actions will live on."

"I have lived a depressed, disconnected, disaffected life, with no real job, girlfriend, supportive family structure, or goals. Because of this, I hate people and they seem to dislike me. I have collected the many injustices directed at me my whole life. Now, I will kill as many people as I can for my revenge. I will dress like a commando and I will mimic my 'idols' who have killed before me – so that people will remember me and talk about my actions for decades. I will post my words, photos, or videos of my discontent online, to provide proof of either my irrational life views, religious zealotry, racial hatred, my active and untreated mental illness, and my rage against the world. I know the US and international press and instant social media will expose me around the globe minutes after I am dead or in jail because that is what they do."

THREAT ASSESSMENT TEAMS

HR/Personnel Director	Facilities Director
Local Law Enforcement	IT Department
Corporate Counsel *	Department Directors
EAP or Behavioral Health	Labor Relations
Clinicians	Union Reps
Risk Management /	PIO / Communications
Safety	Managers/Supervisors
Insurance Providers	Employee Interviews
(* Keeps all case notes.)	TM Consultants

TAT MEETING CRITERIA

Threats or violence toward leadership, meetings, facilities.

Threats or violence to any employee, by a current or former employee; visitor; vendor, stranger.

Employee-to-employee bullying, threats, or violence.

High-risk discipline, terminations, expulsions.

Domestic violence crossovers.

Threats to the facilities, including bomb threats.

Cyber threats.

Vexatious litigants.

NOT PROFILES OR LABELS: Behaviors

Troubled or troubling?

Angry? Depressed?

Religious zealotry; connection to terror groups?

"Injustice Collector"? Hypersensitive? Brittle personality?

Substance abuser?

Bully or bullied?

Significant on or off-the-job problems with no support?

Acquired or practiced with a firearm?

Talks of using violence or workplace or school violence cases?

Other people are concerned? Third-party threats?

Hunter or Howler?

Moving from ideas to actions?

SUSPICIOUS ACTIVITIES: See Something? Say Something!

Look for people:

- loitering in unauthorized or restricted areas;
- not wearing ID, uniforms, or safety gear;
- who act like they are lost;
- who seem too interested in our employees;
- who scare others with threatening or irrational behavior;
- who leave quickly after abandoning a package;
- taking photos or videos;
- who seem too interested in our activities;
- who seem like "vendors," but are in the wrong place;
- who leave cars in odd locations, or overloaded cars.



RUN – HIDE – FIGHT UPDATE

Training Purpose: To educate, remind, and empower all employees on this critical emergency concept.

Discussion Points: Workplace shootings or mass attacks are impossible to predict, and will require urgent thinking and an outside-the-box response from you.

Need to Know Issues: If you can't evacuate safely, where would you go to lock down? Where is the next best place to go if that room is unavailable? What would you use to defend yourself and others from an attacker? **Don't freeze or panic; think and act.**

Facility Policy: Review your Workplace Violence, Emergency Evacuation, or "Active Shooter" policies.

Filmed July 2012,
just two weeks
before the Aurora,
CO movie theater
shootings that left
12 dead.



A joint
project with
DHS and the
City of
Houston, TX.



Nearly 50 million views
on YouTube.

THE "ACTIVE SHOOTER OR ARMED ATTACKER" RESPONSE



Knowing the Outs:
Where?

Run (Get Out, **Evacuate**)

Hide (Lock Out, **Barricade**)

Keep Out

Spread Out

Fight (Take Out, **Protect**)

Cover vs. Concealment?

A 15-minute Drill

RUN – HIDE – FIGHT UPDATE

Restrictions: Safe rooms are not perfect or the only solution to an active shooter situation. You may need to evacuate or barricade for a few minutes to hours.

Code Words and Paging Notifications: Look, listen, and react to what is happening. Fire alarm response?

Law Enforcement Arrival: The police response to an active shooter will be immediate and aggressive. They will not always know who is who; **they usually won't stop to provide first-aid or help you evacuate.** Get out of their way as you avoid the attacker.

EFFECTIVE RESPONSES TO A NATIONAL PROBLEM

If evacuation is not possible, safe rooms offer the best chance to survive an active shooter event. We've seen no cases where the shooter shot through a locked door to get inside and kill. (It's actually not easy to do that, like in the movies.)

Law enforcement agencies are fully armed and trained in the **Run-Hide-Fight** response, which can increase survival rates when they arrive quickly and isolate and stop the shooter.

Fighting back, especially as a group, can keep you alive.

One attacker cannot stop a committed group with a plan and the will to survive.

EFFECTIVE RESPONSES TO A NATIONAL PROBLEM

If the shooter is a current or former student, employee, vendor, or frequent visitor, he or she may know the locations of any "designated safe rooms," which is why we don't assign specific rooms or set up outside "staging areas."

Some attackers engage in "targeted violence," aiming for specific employees, bosses, or former domestic partners. You will not have time to "**reason**" with these people.

Know the difference between **Cover and Concealment** and try to get behind something that gives you both.

BEST AND NOT-THE-BEST SAFE ROOMS

Lockable door
Windowless
One entry/exit door
Sturdy door frame
Accessible light switch
Off the main hallway
Barricade objects inside
Phone line installed
Defense items available
Perfect world: first-aid
supplies, blankets, water

Unlockable door
Windows with no blinds
No door, half door, glass door
Too many entry/exit points
Uncovered natural light
On the main traffic path
Nothing to hide behind
No phone, flashlight, supplies
Nothing to use in defense
Imperfect world: lights out, get
on the floor, be quiet

POST-TRAINING CHECKLIST

Watch (or re-watch) the DHS Run-Hide-Fight video again, especially during an annual staff meeting.

Consider showing it at home (age-appropriate).

Make sure all staff knows how to dial 911 and what to say.

Remind all staff to trust their intuition, not to stage post-evacuation, and to train themselves to get good description information.

Consider additional first-aid training.

Meet with your LE agency, to get their perspective.

Consider scheduling an annual "15 minute drill."



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IN THE WORKPLACE:
Response Tools for Workplace Violence Events**



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