Protect Your Employees and Customers:

Active Shooter Preparedness

Presented By:
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Personal Awareness

• See Something - Say Something!

• Failing to Plan is Planning to Fail!
ATTITUDE

A - 1
T - 20
T - 20
I - 9
T - 20
U - 21
D - 4
E - 5
100%
Col. John Boyd
USAF's Renegade

First Scientific Treatise and Codification of Air Combat Maneuvers

(Still in effect Today)
Col. John Boyd's Legacy

- Modern Maneuver Warfare
  - OODA Cycle
    - Observe
    - Orient
    - Decide
    - Act
  - USMC & US Army
You must be at least at Yellow to be a proper state to Observe/Orient

Cooper's Color Code
Intruder Event . . What If?

Be decisive and communicate clearly.

In the absence of direction people will SELF DIRECT!

Information that the POLICE will need:

Number of shooters, location of shooters, types of weapons, clothing description, possible explosives or traps, location of high risk areas ...
What Are The Realities?

Acts of violence occur in schools, churches, government buildings, and other public places:

Preparation is everyone’s responsibility

- Law Enforcement
- Organizational Leadership
- Individual
Incident will be over PRIOR to law enforcement response.

Only 6 or 7 documented incidents “directly” resolved by law enforcement.

This is why individuals must be prepared both mentally and physically to deal with an active shooter situation.
First Known Active Shooter in U.S.

Enoch Brown School Massacre
July 26, 1764
Franklin County, PA

11 Students & teacher Enoch Brown shot & killed in schoolhouse as part of Pontiac’s Rebellion.
Active Shooter Defined:

An individual actively engaged in killing, or attempting to kill, people in a confined and populated area, and there is no pattern or method to their selection of victims.
Active Shooter Defined:

Active Shooter = Homicide in Progress!
Attacker Goals & Motivations

Set the NEW Record!

Body count & casualties

Knows only has 2-10 minutes to accomplish goal

Actually plans for death or suicide at end of attack
Attacker Goals & Motivations

Does not plan escape strategy

Hatred of the world

Has severe personal problems –

High Level of PREPLANNING & COMMITMENT!
Lessons Learned From Past Active Shooters

- Typically a single shooter
- More than 1 Firearm
- Looking for “Victims” not “Defenders”
- Heavily Armed (usually with lots of ammunition)
Lessons Learned From Past Active Shooters

• Grudge or hatred of everyone (Government?)

• Act committed from 2-10 minutes generally

• Most commit suicide

• As stated earlier, most incidents are NOT resolved by on-duty police personnel.
Recognizing Traits of Armed Individuals

- Body Language & Behavioral Characteristics:

Hand location:
- Approximate or frequent “touching” of weapon or weapon area.
- Adjustment of weapon when body position changes.

Body position bladed when approached to protect weapon access.
Darn It!!
Weapon Location Prioritization

93% of population is right handed
Weapon Location Prioritization – Other Factors

Also be cognizant of backpacks, bags, and briefcases
See Something – Say Something

2 Backpacks
There Are No Cookie Cutter Approaches To Active Shooter Responses
Contingencies

Any effective plan or strategy should include “contingency planning” for failure.

You as an office resident should plan for this!
Implementation

Consideration, Discussion, Education & applicable implementation should include a “3 OUT” Approach:

- Get OUT (Run)
- Lock OUT (Hide)
- Take OUT (Fight)
Get Out (Run)

If the shooter is not in your area – attempt ESCAPE, if safe to do so.

If offices or rooms are on 1st floor escape through exterior window could be an option.
Get Out (Run)

- Have an escape route and plan in mind. If you are close to an exit – Get Out!
- Leave your belongings behind.
- Help others escape, if possible.
- Evacuate regardless of others.
- Warn / prevent others from entering.
Get Out (Run)

- Do not attempt to move wounded people.
- Keep your hands visible.
- Follow police instructions.
- Call local emergency number if using a landline phone.
- Call 911 if using a cell phone.
Lock Out (Hide)
(Barricade In Place)

- Lock the shooter (or potential shooter) out of the building or out of the office or room.

“Lockdown”
If you cannot safely leave the building, CORRECTLY & IMMEDIATELY implement a “lockdown” should be the first response.

Recognize that implementing a “lockdown” is meant to PREVENT the intruder from having access to offices, rooms, personnel & staff.
Lockdown Principles

• Removing, personnel and staff from the threat;

• Isolating the dangerous situation from much of the group;

• Allowing for an accurate accounting of personnel within each room; and

• Depending on the situation, facilitating an organized evacuation away from the dangerous area.
2 Types of Lockdowns

Threat **OUTSIDE** the building - *Examples would be fugitive in geographic area on run from law enforcement, violent crime with criminal at large in geographic area of DMV office, etc.*

Threat **INSIDE** the building - *Examples would be unauthorized access by intruder with unknown intentions, active shooter with known intentions.*

Be prepared to be flexible and follow directions given by law enforcement.
Threat Outside the Building
Immediately direct staff and other personnel to the nearest safe location, which may be an office, room, or outside.

Events that are outside of the building SHOULD NOT enter the building.

Move outside events to a safe area away from the threat.
Threat INSIDE

Lock doors *(Once doors are locked – DO NOT open doors until cleared by law enforcement)*

DO NOT lock exterior doors.

Move people away from the windows and doors.

Take attendance of personnel in each room.
Threat INSIDE

DO NOT respond to anyone at the door until "all clear" is announced.

Keep out of sight, be quiet, & silence cell phones.

Be prepared to ignore any fire alarm activation, as the building WILL NOT be evacuated using this method.
When, or if, members, staff & students are moved out of the room, assist them in moving as quietly & quickly as possible.
Be Aware of Your Surroundings
Leave Door UNLOCKED
Look Around For Items
Lights On          Lights Off
Contingencies

Everything discussed up to this point includes:

- Threat Recognition
- Threat Assessment
- Access Control
- Lockdown Implementation
Contingencies

The previous slides DO NOT include what to do IF the shooter or intruder makes it into the room.

Hiding under desks once the shooter is in the room you are in has proven unsuccessful.
Take Out (Fight)

YES!, fighting is an option; but it should be your LAST option unless directly confronted by an armed intruder.

Act as aggressively as possible.

Improvise weapons & throw items.

Yell!!

COMMIT to your actions.
Take Out (Fight)

YES!, fighting is an option; but it should be your LAST option unless directly confronted by an armed intruder.

Simply taking a position under a desk in the “fetal position” will do NOTHING to prevent you from being a victim.

A passive approach to a rampant killer means the killer has an unobstructed path to his goal.
The average number of people killed in mass shootings when stopped by the police is 14.29.

For the incidents that were resolved by civilians who were armed at the time, the majority did not use their firearm due to **not having a clear shot**. They opted to tackle the armed intruder to gain control. The average number of people killed in mass shootings when stopped by a civilian is 2.33.
Law Enforcement Response

Definitions

Dynamic Situation – The situation is evolving along with the suspect(s) actions (i.e., shooting & moving)

Static Situation – The situation is not evolving, the suspect’s actions are contained.
Law Enforcement Response

When police arrive stay on the ground until told to move to prevent confusion or escalation of police response.

When getting up avoid sudden movements and raise EMPTY hands in air free of ALL objects.
If you went home today what would you do if you walked in and heard water running and saw water all over the floor?
Water Shut-off

Turn clockwise to shut off
Active Shooter
Law Enforcement Priorities

#1 - Neutralize Threat

#2 - Victims - Render first aid or evacuate

#3 - Innocent By-standers; contain & protect

#4 - Law Enforcement Personnel

#5 - Suspect(s)

Evacuation, medical assistance **DOES NOT** SUPERCEDE Neutralizing the Threat!
When Deadly Force Is Used
By A Civilian

• Follow officer(s) orders. At this point, they can not tell the difference between you & the intruder.

• You will probably be handcuffed.

• Have weapon accessible, but NOT in your hands.

• Keep EMPTY hands visible.

• ID the situation & clothing.
Considerations

• Law enforcement is in charge of the response.

• DO AS THEY SAY!

• Follow their instructions.

• Identify yourself, but follow the officer’s orders. Do not stand there explaining what happened.
Considerations

• Be proactive – Plan – Use Visualization.

• Sounds are very deceptive inside a building.

• The fire alarms and sprinklers may also be activated making moving and talking extremely difficult.

• Vision could be obscured from gunpowder or smoke from some other form.
Considerations

• Due to the potential number of people visiting the DMV office, locking down and / or evacuating may be extremely difficult.

• Expect a chaotic environment.
Planning Ahead

• Perform a walk-through of your office / building and identify tactical strengths and areas of vulnerability.
• Implement a written workplace violence prevention policy & provide adequate training.
• Meet (and train) with local Police, Fire, EMS. Develop a plan together:
  – Crime Scene (clean – up)
  – Alternate location to continue business (MOU)
  – Management of victims & their families in the immediate aftermath.
  – PTSD
Planning Ahead

- FBI Office for Victim Assistance
  - Provided support to a number of communities in the aftermath of active shooter crimes.

FBI OVA Publications:

  “Mass Casualty Pre-Incident/Incident Checklist”
  “Crisis Communication with Victims and Families for Senior Executives”
  “Death Notification Pocket Guide”
  “Family Assistance Center: Recommended Strategies for Immediate Support”
Planning Ahead

• FBI OVA Contact:
  – OVA Assistant Director Kathryn Turman
  – 202-324-1339
  – Kathryn.turman@ic.fbi.gov
Planning Ahead

- Department of Justice Office for Victims of Crime
- DOJ OVC administers the federal Victims of Crime Act funding.
  - States receive grants for victim services & crime victim compensation programs.
  - States may also apply for additional funding in the aftermath of violence crimes to support assistance to victims & families.
Planning Ahead

- **DOJ OVC**
  - Details & information on additional resources are available on the OVC website.
  - [http://www.ovc.gov](http://www.ovc.gov)
Planning Ahead

• Encourage staff personnel to complete FEMA - NIMS ICS-100.B on-line training.
  – http://training.fema.gov/EMIWeb/IS/courseOverview.aspx?code=is-100.b
What are the costs of doing SOMETHING?
What are the costs of doing NOTHING?
Questions?

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