

The Office of Infrastructure Protection

National Protection and Programs Directorate
Department of Homeland Security

Active Shooter Preparedness and Response

Regional Judges Seminar, Lubbock

11 April 2016



Agenda

- Overview and Characteristics of an Active Shooter Incident
- Personal Response
- "Active Shooter – How to Respond" Materials
 - "Options for Consideration" Training Video
 - Online Training
 - Workshops
 - Webinar



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Active Shooter Situation Overview

- Active shooters can attack workplaces, schools, hospitals, etc.
- Although many perpetrators have a history of negative—sometimes violent—behavior, there is still no single, one-size-fits-all profile of an active shooter



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Recent Active Shooter Incidents

- December 2, 2015: 14 people were killed at the Inland Regional Center in San Bernardino, California
- November 29, 2015: 3 people were killed at a Planned Parenthood clinic in Colorado Springs, Colorado
- October 2, 2015: 10 people (including the gunman) were killed at Oregon's Umpqua Community College
- July 16, 2015: 5 people were killed at a military recruiting center and a Navy-Marine training facility in Chattanooga, Tennessee
- June 17, 2015: 9 people were killed during a Bible study at Emanuel African Methodist Episcopal Church in Charleston, South Carolina
- September 16, 2013: 13 people (including the gunman) were killed at the Headquarters of the Naval Sea Systems Command inside the Washington Navy Yard in Southeast Washington, D.C.



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Other Active Shooter Incidents

- December 14, 2012: 27 people (including the gunman) were killed at Sandy Hook Elementary School (plus one additional victim related to the gunman in a nearby residence) in Newtown, CT
- August 5, 2012: 7 people (including the gunman) were killed in a Sikh temple in Oak Creek, WI
- July 20, 2012: 12 people were killed and 58 were injured in a movie theater in Aurora, CO
- January 8, 2011: 6 people were killed and 13 (including U.S. Representative Gabrielle Giffords) were injured in a supermarket parking lot in Tucson, AZ
- November 5, 2007: 13 people were killed and 29 were injured at a military base in Ft. Hood, TX
- April 16, 2007: 32 people were killed and 17 were wounded at Virginia Tech in Blacksburg, VA



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2012 Joint Intelligence Bulletin

- The Federal Bureau of Investigation analyzed 154 active shooter events in the United States between 2002 and 2012 that included 3 or more individuals being shot
- Some of the facts about the shooters:
 - Deceased after the event, 51%
 - Committed suicide, 43%
 - Shot and killed by responders, 8%
 - Arrested, 45%
 - Unidentified, 4%
 - Male, 96%
 - Acted alone, 96%
- The most common identified motivations:
 - Workplace retaliation, 21%
 - Domestic disputes, 14%
 - Academic retaliation by a current or former student, 7%
 - No clear motivation revealed, 40%



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2012 Joint Intelligence Bulletin

- Active shooter events most commonly occurred in a workplace environment (37 percent) or academic setting (17 percent)
- Many active shooters were described as social isolates, harbored feelings of hate and anger, and/or had some reported contact with mental health professionals
- Mental illness is commonly referenced as a potential contributing factor, but its causal impact on the attack can only be speculated
- Very few active shooters had previous arrests for violent crimes
- Common catalysts or triggers observed include: loss of significant relationships, changes in financial status, loss of a job, changes in living arrangements, major adverse changes to life circumstances, and/or feelings of humiliation or rejection on the part of the shooter



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Active Shooter Incident Characteristics

- An active shooter is an individual actively engaged in killing or attempting to kill people in a confined and populated area
- In most cases, there is no pattern or method to the selection of victims
- Most active shooter situations are unpredictable and evolve quickly
- Preparedness and awareness are key to helping protect our employees, our customers, and ourselves



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Potential Indicators

If others recognize and report these behaviors, the employee may be assisted, supported, and treated. It is important for employers to establish communication procedures for reporting these concerns. Depending on company policy, employees should alert the Human Resources Department or Safety/Security Department.

- Thoughts
 - Talk of previous violent incidents
 - Unsolicited focus on dangerous weapons
 - Expressions of paranoia or depression
 - Overreaction to workplace changes
- Feelings
 - Depression or withdrawal
 - Unstable, emotional responses
 - Feeling either arrogant and supreme, or powerless
 - Intense anger or hostility
- Behaviors
 - Increased use of alcohol or drugs
 - Violations of company policies
 - Increased absenteeism
 - Exploiting or blaming others



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Protective Measures – 2014 Joint Intelligence Bulletin

- Ensure you are familiar with current active shooter and other emergency response plans
- Establish safe rooms within the confines of facilities
- Establish communication protocols and means to instruct personnel on immediate personal protective actions (e.g. evacuation, shelter-in-place)
- During times of heightened threat, maintain awareness of travel patterns and, if possible, vary times and routes to avoid predictability
- Exercise caution when discussing travel or personal matters on social media, unsecured networks, and in public settings
- Raise awareness among employees by conducting “all hazards” training
- Ensure that emergency communications equipment is present and operable



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Protective Measures – 2014 Joint Intelligence Bulletin

- Report missing or stolen equipment, including weapons, to proper authorities
- Be familiar with the “See Something, Say Something” campaign and appropriately report all odd or suspicious activity to agency security officers, Federal Protective Service, or local law enforcement
- Increase visibility of armed security and law enforcement personnel in areas adjacent to and in front of security checkpoints to deter unwanted activity



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Long-Term Protective Measures – 2014 Joint Intelligence Bulletin

- Long-term protective measures should emphasize physical safeguards that present a robust deterrent and provide a more survivable environment. Officials should consider the following measures:
 - Install secure locks on all external and internal doors and windows with quick-release capability from within for emergency escape
 - Install window and external door protection with quick-release capability for fire escape
 - Establish safe areas within the facility for assembly and refuge during crises
 - Establish and implement an emergency communications system such as phone trees or text messages for personnel



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Run, Hide, Fight Video



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Response to an Active Shooter Situation

- In an active shooter situation, you should quickly determine the most reasonable way to protect your own life. You should:
 1. **Run:** If there is an accessible escape path, attempt to evacuate the premises
 2. **Hide:** If evacuation is not possible, find a place to hide where the active shooter is less likely to find you
 3. **Fight:** As a last resort, and only when your life is in imminent danger, attempt to disrupt and/or incapacitate the active shooter
- It is important to train employees they can react if they are confronted with an active shooter situation
- These situations evolve quickly, therefore, quick decisions could mean the difference between life and death
- If you are in harm's way, you will need to quickly decide on the safest course of action based on the scenario unfolding before you



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Run

- If you suspect an active shooter situation, you must quickly determine the most reasonable way to protect your own life; if there is an accessible escape path, attempt to evacuate the premises
- Always have an escape route/plan in mind
- Leave your belongings behind
- Be sure to:
 - Warn others not to enter an area where the active shooter may be
 - Help others escape, if possible
 - Evacuate regardless of whether others agree to follow
 - Do not attempt to move wounded people
 - Keep your hands visible
 - Follow the instructions of any police officers



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Hide

- If safe evacuation is not possible, find a place to hide where the active shooter is less likely to find you. Your hiding place should:
 - Be out of the shooter's view
 - Provide protection if shots are fired in your direction (i.e., an office with a closed and locked door)
 - Not trap or restrict your options for movement
- To prevent a shooter from entering your hiding place:
 - Lock the door
 - Blockade the door with heavy furniture
 - Close, cover, and move away from the door

Fight

- As a last resort, and only when your life is in imminent danger, should you attempt to incapacitate the shooter by acting with physical aggression
 - Act as aggressively as possible against him/her
 - Throw items and improvise weapons
 - Yell
 - Commit to your actions

Active Shooter “How to Respond” Program Overview

Training and Outreach Materials

- DHS materials consist of three products:
 - Basic Guide Book
 - Pocket Emergency Measures Guide
 - Break Room Poster
- To download these materials visit:
 - www.dhs.gov/activeshooter



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Online Training

- DHS released "Active Shooter, What You Can Do" (IS-907), an online training course available through the Federal Emergency Management Agency Emergency Management Institute:
 - <http://training.fema.gov/EMIWeb/IS/IS907.asp>
- The self-paced course takes approximately 45 minutes to complete.
- Upon completion, participants can take a short online "final exam" that is instantly scored. A certificate is provided to participants who finish the course and pass the final exam.



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Workshops

- DHS is partnering with police departments to conduct workshops aimed at fostering communication between facilities and their local emergency response teams to improve coordination during and response during an active shooter event.
- These one-day, facilitated seminars will focus on emergency responder and facility coordination, interoperability capabilities, communications protocols, best practices, and integration of local assets.
- For more information, email ASworkshop@hq.dhs.gov



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Homeland Security

CF "Buck" Hamilton
Protective Security Advisor – West Texas
cf.hamilton@dhs.gov

West Texas Rules for Disasters

- "The Plan is Nothing, Planning is Everything
- The disaster that happens is not the one covered in the Plan
- There are never enough Experts
- Flexibility is probably your greatest asset and training is your greatest tool
- Everyone should learn the drill
- The first response is Always Personal
 - Take care of Yourself
 - Take care of your Family
 - Take care of your Neighbors
 - Take care of your State
 - Take care of your Nation


