



## Annual Workplace Safety and Health Conference

# Surviving an Active Shooter Event – Are You Ready?

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## What Is an Active Shooter?

An active shooter is an individual or small group actively engaged in killing or attempting to kill people in a confined space or populated area; in most cases, active shooters use firearms and there is no pattern or method to their selection of victims.

Perpetrators have a range of motives:

- terrorism,
- revenge,
- mental illness, or
- criminal act escalation.

This is not a new problem despite recent media focus.



# Where Do Active Shooter Incidents Happen?

- Urban and rural areas
- More than 40 states and Washington, DC
- Educational facilities
- Commercial facilities and offices
- Houses of worship
- Health-care facilities
- Military and other government sites
- Public streets and spaces
- Residences



**Basically, an active shooter event can happen anywhere!!**



# Active Shooter Profile

- There is no one demographic profile of an active shooter.
- Many active shooters display observable pre-attack behaviors, which, if recognized, can lead to the disruption of the planned attack.
- The pathway to targeted violence typically involves an unresolved real or perceived grievance and an ideation of a violent resolution that eventually moves from thought to research, planning, and preparation.
- Most perpetrators don't plan to survive.



# General Statistics

- The average active shooter incident lasts fewer than 12 minutes, and 70 percent of incidents last less than five minutes.
- 43 percent of incidents are over before the first responder has arrived on scene.
- Overwhelmingly, the perpetrator is a single shooter (98 percent), primarily male (97 percent). In 40 percent of the incidents, they kill themselves.
- 20 percent of shooters become mobile and move to another location.
- 13 percent of active-shooter incidents are stopped by unarmed would be victims.



# Workplace Violence Incidents

- Workplace active shooters may have a “hit” list and will try to seek out specific victims.
  - Family member or other person the shooter knows intimately
  - Supervisor or manager
  - Specific co-workers
- Random victims or targets of opportunity
- May not use a firearm
  - Vaughan Foods – Sept. 24, 2014, Moore, OK
- Workplace violence is now the third leading cause of occupational fatalities\*



\*According to the U.S. Bureau of Labor Statistics for 2014 (latest year available)

# Terrorism

- Evolving threat – previously most acts of terrorism targeted high-profile locations or companies, but this is no longer the case.
- Attackers may not use only firearms.
- Improvised explosive devices (IEDs) have been used repeatedly for attacks in Europe and less frequently in US.
- Independent “lone wolf” and other attacks that weren’t centrally coordinated are expected to increase.



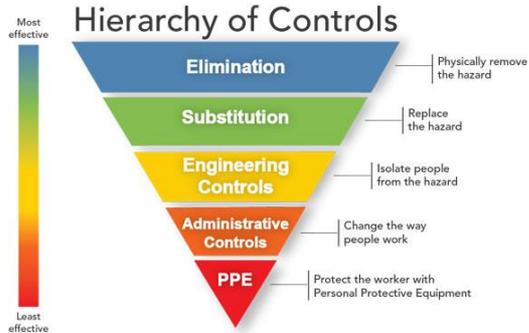
# General Duty Clause

- General Duty Clause, Section 5(a)(1) of the Occupational Safety and Health Act (OSHA) of 1970 – employers are required to provide their employees with a place of employment that is “free from recognizable hazards that are causing or likely to cause death or serious harm to employees.”
- An employer that has experienced acts of workplace violence, or becomes aware of threats or other indicators showing that the potential for violence in the workplace exists, would be on notice of risk of workplace violence and should implement a workplace violence prevention program combined with engineering controls, administrative controls, and related training.



# Active Shooter Prevention

- Security vulnerability assessments
- Engineering controls
  - Facility design
  - Safe refuges
  - Access control systems
- Administrative controls
  - Emergency response plans
  - Workplace violence policies and procedures
  - Training
- PPE
  - Ballistic protective equipment



# Recognizing Active Shooters

- Detection of active shooter plots before they escalate to violence.
  - Display or indicators of violent behavior continue to build over time.
  - Inflammatory sentiments toward a perceived adversary.
  - Suspicious purchases of weapons.
  - Identifying pre-incident surveillance, target selection, target infiltration, and engagement with security personnel.
- Method for employees and supervisors to report violent acts or threats of violence to human resources or senior management.
- Method to report domestic and personal issues, abuse of drugs or alcohol.
- Teaching situational awareness – see something, say something.



# Plan for Survival

## RUN

- In the event of an active shooter attack, attempt to run away from the sound of gunfire, putting as much distance between you and the shooter as possible.
- Raise the alarm and alert others.
- If you can locate an accessible escape path, evacuate the premises, regardless of whether others agree to follow you.
- If you encounter law enforcement, keep your hands in view and point in direction of the shooter.
- Render aid to the injured if possible.

## HIDE

- If safe evacuation isn't possible, find a place to hide, and lock and barricade the door.
- Consider the difference between cover and concealment.
- Remain quiet and in hiding until the incident is over and law enforcement begins searching the building unless directed otherwise.
- Expect to be detained and possibly restrained until your identity and role in the incident is verified.



# Plan for Survival

## FIGHT

- When running away or hiding isn't possible and you have been found by the shooter, as a last resort, fight back!
- Act as aggressively as possible.
- Use improvised weapons.
- Throw objects and attack the shooter from multiple directions if more than one person is available to fight back.
- Don't give up!



# Consequence Management

## Post Event

- Employee, contractor, and visitor accountability.
- Emergency contact information for all employees and contractors.
- Determine the best method for notifying next of kin for individuals affected by the active shooter, including notification of any casualties in coordination with law enforcement.
- Consider establishing a family assistance center.



# Information Management

- Confidential vs. public information.
- Include communications as part of your emergency-response and business-continuity plans.
- Communicate early and often.
- Don't neglect internal communications!
- Make sure the person(s) managing communications have the latest information and know what can be readily shared.
- No speculation!!



# Recovery

- Site / facility will be a crime scene, and access may be limited for days or even weeks while the investigation is ongoing. Business continuity plans should reflect this possibility.
- The emergency response plan should identify trained personnel that will provide assistance to victims and their families through an employee assistance program (EAP) or other means of delivering psychological assistance.
- Some employees may not return to work quickly (or may never return to that site).



# Emergency Response Plans

- All emergency response plans should include workplace violence response measures.
- Do not rely solely on law enforcement as your default response to an active-shooter or other workplace-violence incident.
- Don't forget about non-ambulatory persons or those with disabilities who may require assistance!



# First Aid Kits

Expect the entry of firefighters and EMS personnel to be delayed until the scene is secured.

Add supplies to existing first aid kits and add new trauma kits that can be removed and carried to victims.

- Trauma dressings
- Compression dressings
- Clotting agents (QuikClot, CELOX, etc.)
- Tourniquets

Make sure designated responders know how to use the equipment in the trauma and first aid kits. This training isn't included in the typical first aid course but can usually be added.



# Summary

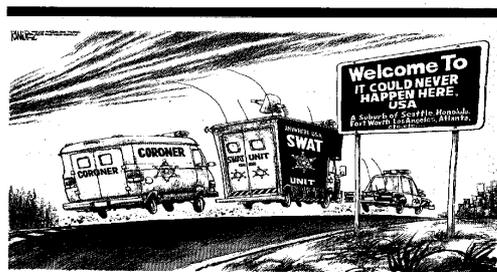
Remember.....

**RUN**

**HIDE**

**FIGHT**

- See something, say something.
- Have a plan and practice it!
- Workplace violence doesn't always happen to someone else.



# Questions?



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