

The Office of Infrastructure Protection

National Protection and Programs Directorate
Department of Homeland Security

Active Shooter: Preparedness and Response

Baltimore LEPC - Live

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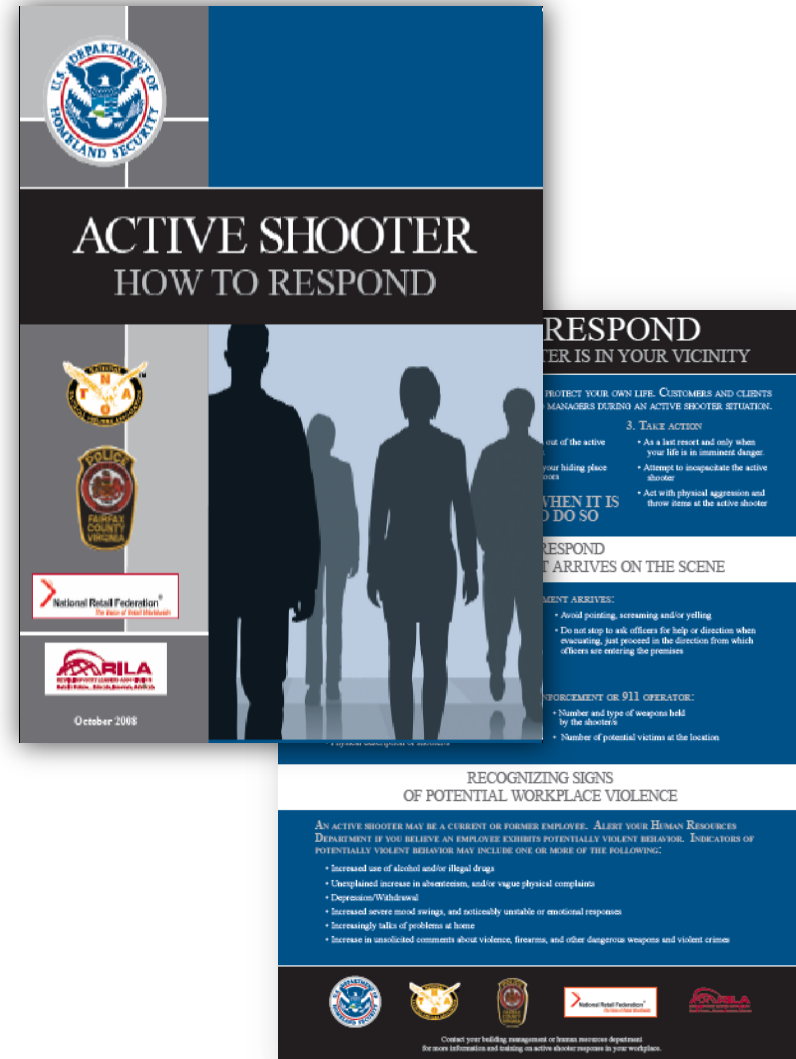
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Active Shooter Awareness Training Program: Overview

- Though active shooter situations are typically associated with schools, the threat of an active shooter exists for all facility types
- In the Spring of 2008, members of the National Retail Federation (NRF) requested materials from the Department of Homeland Security (DHS) to provide guidance to individuals who may be caught in an active shooter situation
- One of the foremost concerns in the Commercial Facilities Sector (CFS) is the threat of an active shooter targeting a CFS venue, employees, or visitors
- The CFS Specific Agency collaborated with the Emergency Services Sector Specific Agency, representatives of the law enforcement community, and partners in the Retail Subsector to develop guidance materials concerning an active shooter situation

Active Shooter – How to Respond, Training and Outreach Materials

- Print Resources
 - Training booklet
 - Training promotional poster
 - Active Shooter pocket card
 - Active Shooter/Suicide Bomber Awareness Bomb-Making Materials Awareness Program Card
- To download these materials visit:
www.dhs.gov/cfsector



Online Training

- *Active Shooter: What You Can Do*, is an online, 45-minute course, developed in consultation with the Federal Law Enforcement Training Center (FLETC) and the Hospitality, Entertainment, and Tourism Security Council.
- The course is designed to increase awareness and understanding of:
 - Actions to take when confronted with an active shooter and how to assist responding law enforcement officials;
 - Recognizing potential workplace violence indicators;
 - Actions to prevent and prepare for potential active shooter incidents; and
 - Managing the consequences of an active shooter incident
- Course is available at: <http://training.fema.gov/EMIWeb/IS/IS907.asp>

Workshops

- DHS works across industries and sectors to organize and host day-long workshops on a monthly basis for critical infrastructure stakeholders to increase preparedness against active shooter scenarios
- Workshops include presentations from law enforcement and behavioral subject matter experts, and facilitated discussions
- Since the program's inception in December 2008, nearly 4,000 people have participated in DHS co-sponsored active shooter workshops

What is an Active Shooter?

- An active shooter is an individual actively engaged in killing or attempting to kill people in a confined and populated area
- Active shooters typically use firearms and select their victims at random
- Active shooter situations are unpredictable and evolve quickly
- Typically, the immediate deployment of law enforcement is required to end the shooting and mitigate harm to victims
- Because active shooter situations are often over within ten to fifteen minutes, before law enforcement arrives on the scene, individuals must be prepared both mentally and physically to deal with an active shooter situation

Profile of an Active Shooter

- There is no definitive active shooter profile
- Profiling creates a high rate of false positives (believing someone could be an active shooter) and false negatives (missing someone who could potentially be an active shooter)

Characteristics of an Active Shooter Event

- Attack is usually well thought through and planned in advance; however, targets are often randomly selected
- Almost every attacker has engaged in behavior prior to shooting that seriously concerned others
- In school settings, students often knew the shooting was to occur but did not alert an adult
- Often in a school or the workplace, clear warning signs are evident, such as the showing or talking about weapon(s) ownership
- In many cases, warning signs are ignored, downplayed, or misjudged

Program Materials

- Have a plan
- Keep yourself safe, and if the active shooter is nearby:
 - Lock the door
 - Remain quiet
 - Silence your cell phone and/or pager
- When calling 911, provide the following information:
 - Location of the active shooter(s)
 - Number of shooter(s)
 - Physical description of the shooter(s)
 - Number and types of weapons held by the shooter(s)
 - Number of potential victims at the location

For more information on creating an Emergency Action Plan (EAP), contact the U.S. Department of Labor, Occupational Health and Safety Administration, www.osha.gov.



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Communication with Law Enforcement

1. HOW YOU SHOULD REACT WHEN LAW ENFORCEMENT ARRIVES:

- Remain calm, and follow officers' instructions
- Immediately raise hands and spread fingers
- Keep hands visible at all times
- Avoid making quick movements toward officers such as attempting to hold on to them for safety
- Avoid pointing, screaming and/or yelling
- Do not stop to ask officers for help or direction when evacuating, just proceed in the direction from which officers are entering the premises

2. INFORMATION YOU SHOULD PROVIDE TO LAW ENFORCEMENT OR 911 OPERATOR:

- Location of the active shooter
- Number of shooters, if more than one
- Physical description of shooter/s
- Number and type of weapons held by the shooter/s
- Number of potential victims at the location



Human Resources Department and Facility Management Responsibilities

- Human Resources Department:
 - Conduct effective employee screening and background checks
 - Create a system for reporting signs of potentially violent behavior
- Facility Managers:
 - Institute access controls (i.e., keys, security system pass codes)
 - Coordinate with the facility's security department to ensure the physical security of the location
 - Activate the emergency notification system when an emergency situation occurs

Recognizing Potential Workplace Violence

- An active shooter in your workplace may be a current or former employee, or an acquaintance of a current or former employee
- Intuitive managers and coworkers may notice characteristics of potentially violent behavior in an employee
- Alert your Human Resources Department if you believe an employee or coworker exhibits potentially violent behavior to include:
 - Increased use of alcohol and/or illegal drugs
 - Unexplained increase in absenteeism; vague physical complaints
 - Noticeable decrease to appearance and hygiene
 - Depression/withdrawal
 - Resistance and overreaction to changes in policy and procedures
 - Repeated violations of company policies
 - Increased, severe mood swings

Consequence Management

- After an active shooter has been incapacitated and is no longer a threat, human resources and/or management should engage in post-event assessments and activities, including:
 - An account of all individuals at a designated assembly point to determine who is anyone, is missing and potentially injured
 - Notification of families of individuals affected by the active shooter, including notification of any casualties
 - Assessment of the psychological state of individuals at the scene, and references for consultation by health care specialists
 - Identification of any critical personnel or operational gaps left in the organization as a result of the active shooter



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For more information visit:
www.dhs.gov/criticalinfrastructure

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