

HOW TO RESPOND

WHEN AN ACTIVE SHOOTER IS IN YOUR VICINITY

QUICKLY DETERMINE THE MOST REASONABLE WAY TO PROTECT YOUR OWN LIFE. CUSTOMERS AND CLIENTS ARE LIKELY TO FOLLOW THE LEAD OF EMPLOYEES AND MANAGERS DURING AN ACTIVE SHOOTER SITUATION.

1. EVACUATE

- Have an escape route and plan in mind
- Leave your belongings behind
- Keep your hands visible

2. HIDE OUT

- Hide in an area out of the active shooter's view.
- Block entry to your hiding place and lock the doors

3. TAKE ACTION

- As a last resort and only when your life is in imminent danger.
- Attempt to incapacitate the active shooter
- Act with physical aggression and throw items at the active shooter

CALL 911 WHEN IT IS SAFE TO DO SO

HOW TO RESPOND

WHEN LAW ENFORCEMENT ARRIVES ON THE SCENE

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

RECOGNIZING SIGNS

OF POTENTIAL WORKPLACE VIOLENCE

AN ACTIVE SHOOTER MAY BE A CURRENT OR FORMER EMPLOYEE. ALERT YOUR HUMAN RESOURCES DEPARTMENT IF YOU BELIEVE AN EMPLOYEE EXHIBITS POTENTIALLY VIOLENT BEHAVIOR. INDICATORS OF POTENTIALLY VIOLENT BEHAVIOR MAY INCLUDE ONE OR MORE OF THE FOLLOWING:

- Increased use of alcohol and/or illegal drugs
- Unexplained increase in absenteeism, and/or vague physical complaints
- Depression/Withdrawal
- Increased severe mood swings, and noticeably unstable or emotional responses
- Increasingly talks of problems at home
- Increase in unsolicited comments about violence, firearms, and other dangerous weapons and violent crimes



Contact your building management or human resources department for more information and training on active shooter response in your workplace.



The School Shooter: A Quick Reference Guide

BAU-1 (703) 632-4333



REMEMBER

- There is not a “profile” of a school shooter—instead the students who carried out the attacks differed from one another in numerous ways.
- School shootings are rarely impulsive acts.
- They are typically thought out and planned in advance.
- Prior to most school shootings other students knew the shooting was going to occur but failed to notify an adult.
- Very few of the attackers ever directed threats to their targets before the attack.
- The most common goal was retribution. The justifications and excuses offered indicated this stemmed not from an absence of values but from a well-developed value system in which violence was acceptable.
- In many cases, other students were involved in the attack in some capacity.
- Many offenders experienced a significant personal loss in the months leading up to the attack, such as a death, breakup, or divorce in the family.
- Many offenders engaged in repetitive viewing of violent media and were often fascinated with previous school shootings. Repeated viewing of movies depicting school shootings, such as “Zero Day” and “Elephant,” may indicate a fascination with campus attacks.
- Be aware of the subject’s online videos, blogs, and social networking activities.

Assessing Threatening Communications - Five Dimensions (Mohandie, 2000)

- Organized vs. disorganized thought processes
- Fixed vs. variable themes
- Focused vs. general target identification
- Violent action imperative vs. alternative coping means
- Short time imperative vs. lack of urgency

Threat assessment - 11 Key Questions (U.S. Secret Service, 2002)

- What are the student’s motive(s) and goals?
- Have there been any communications suggesting ideas or intent to attack?
- Has the student shown inappropriate interest in school attacks, weapons, and/or mass violence?
- Has the student engaged in any attack-related behaviors?
- Does the student have the capacity to carry out an act of targeted violence?
- Is the student experiencing hopelessness, desperation and/or despair?
- Does the student have a trusting relationship with at least one responsible adult?
- Does the student see violence as an acceptable/desirable way to solve problems?
- Is the student’s version of events consistent with his/her actions?
- Are other people concerned about the student’s potential for violence?
- What circumstances might affect the likelihood of an attack?

Motives

- 24% motivated by desire for attention or recognition.
- 27% motivated by suicide or desperation.
- 34% motivated by attempt to solve a problem.
- 54% had multiple motives.
- 61% motivated by desire for revenge.
- 75% felt bullied/persecuted/threatened by others.

Statistics

- 27% of attackers exhibited interest in violent movies.
- 37% of attackers exhibited interest in violence in their own writings, poems, essays, and journal entries.
- 59% of attacks occurred during the school day.
- 63% of attackers had a known history of weapons use.
- 68% acquired the weapon used from their own home or that of a relative.
- 93% of attackers engaged in some behavior prior to the attack that caused others to be concerned.
- 93% of attackers planned out the attack in advance.
- 95% of attackers were current students.
- Odds are one in 1 million that a student will die at school as a result of a violent act.

Warning Signs

- Investigators should probe to discover if the subject has engaged in research, planning, or preparation (e.g., researched weapons or made attempts to obtain a weapon). Movement from thought to action represents a severe escalation of the risk of violence.
- In around 80% of school shootings at least one person had information that the attacker was thinking about or planning the school attack. In nearly 2/3, more than one person had information about the attack before it occurred. In nearly all of these cases, the person who knew was a peer, a friend, schoolmate, or sibling.
- Despite prompt law enforcement responses, most attacks were stopped by means other than law enforcement intervention.
- Be conscious of the “Werther Effect,” defined as a duplication or copycat of another suicidal act. School shootings are typically well-publicized, sensationalized events that can trigger an increase in similar acts for roughly days or weeks after the attack.

Information compiled from the *Safe School Initiative Report*, United States Secret Service and Department of Education, (2002); *School Violence Threat Management*, Dr. Kris Mohandie, (2000); *The School Shooter: A Threat Assessment Perspective*, CIRG/NCAVC, (1999).

SAMPLE – SAMPLE -CODE BLACK – ACTIVE SHOOTER

Emergency Response Plan

DEFINITION: The Department of Homeland Security defines an active shooter as someone who uses firearms to kill or attempts to kill people in crowded or confined areas. Active shooter incidents evolve very quickly and are unpredictable and can happen anywhere, at any time. The triggers for such incidents could be personal anger, ideology, revenge, mental illness or many other different reasons.

Characteristics:

*No pre-emptive warning.

*Call will call from someone in the line of danger

* 3 possible outcomes

1. Active Shooter will give up
2. Active Shooter may or may not take hostages
3. Active Shooter situation will be resolved by Police/Authorities

Initial Time

____ ____ Security/Management/Maintenance: ALL ACTIVE SHOOTER INCIDENTS DEEMED CREDIBLE. No threat assessment needed.

____ ____ Security/Management/Maintenance:
1. Stay calm
2. Get to safe location
3. Silent cell phone (know your dead zones)

____ ____ Security/Management/Maintenance: If you receive call: Information to provide to law enforcement or 911 operators:
*Location of active shooter(s)
*Number of shooter(s)
*Physical description of shooter(s)
*Type of arms used in the incident
*Number of potential victims at the location
*Stay on the line with 911 operator until authorities arrive because needs may change as the event unfolds

____ ____ Security/Management/Maintenance:
1. Call 911 – “We have an active shooter on site – Address.
2. Let 911 operator lead conversation/ask questions

____ ____ Security/Management/Maintenance: Broadcast “Code Black – Active Shooter” over radio & describe reconnaissance location for all other building staff or have them stand by for further instructions.

____ ____ Security/Management/Maintenance: Once HPD is on-site, they will control situation. Assist if asked.

Initial Time

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- ___ ___ Security/Management/Maintenance: Contact: Manager/Boss if not already informed or on site @ XXX-XXXX
- ___ ___ Security/Management/Maintenance: DO NOT make P.A. announcements
- ___ ___ Security/Management/Maintenance: DO NOT pull the Pull-Stations (this may alert the shooter)
- ___ ___ Security/Management/Maintenance: DO NOT lock down building or elevators
- ___ ___ Management: Inform Tenants via E-mail & Phone broadcast. “For Safety Reasons, we ask all tenants to stay/away from the (describe area) as Police are currently on-site conducting an investigation.” We will update you as we receive more information.”
- ___ ___ Management: Inform Tenants via E-mail & Phone broadcast. “We have reason to believe that we have an active shooter on-site (state location). Please take any and all precautions that you deem necessary for the safety of your office and employees.”
- ___ ___ Property Management: Inform Corporate Office XXXXXXXX @ XXX-XXXX.
- ___ ___ Management: Update Insurance Company of Active Shooter situation XXXXXXXX @ XXX-XXXX.
- ___ ___ Security: Write incident report
- ___ ___ Security: Assist authorities if they request viewing of the Security video surveillance
Q: Do we provide authorities a copy of incident reports, video if no subpoena? NO.
- ___ ___ Management: Media response: “It is our understanding that the police are investigating the incident. We do not believe we should comment on this matter prior to the completion of the police investigation”.
- ___ ___ All Other Departments: DO NOT SPEAK TO THE MEDIA.

APPENDIX:

A: Tenant Procedures

Tenants should have their own procedures in place.

Work with Tenants, especially high profile tenants, on developing procedures

Communication procedures from Tenants can include a standard e-mail

Show Tenants the Active Shooter video or set up seminar open to all Tenants

B: Resources

Discuss Hawaii Hotel Visitor Industry Security Alerts (HHVISA) www.hhvisa.org

Discuss www.nixel.com/dem

Discuss Honolulu411

Discuss Retail Merchants of Hawaii