Wayne State University Police Department presents

Be Prepared: Surviving an Active Shooter Incident
• Past Incidents

- Columbine High School - April 1999
  - forever changed law enforcement response to active shooter incidents

- Virginia Tech Massacre - April 2007
  - brought the reality of mass murder to college and university campuses
Course Content

Module 1: Statistics and defining an active shooter

Module 2: Surviving an active shooter incident

Module 3: Calling/reporting an active shooter incident

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Module 5: Law enforcement response: What to expect

Supplementary Module 1: Active shooter versus hostage situation

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Be Prepared: Surviving an Active Shooter Incident
Module 1: Statistics and Defining Active Shooter

Active Shooter:

- An armed individual using deadly force
- Unrestricted access to victims
- No two situations are alike

The purpose of this module is to:

- Define an “Active Shooter”
- Build awareness that the potential for a workplace/campus shooting is real
- Illustrate how quickly a shooting incident can occur and how long it can last
- Illustrate the violent and chaotic atmosphere of a shooting and
- Present the seven common elements in most school shootings.
Module 1: Statistics and Defining Active Shooter

Topics:

• Defining "Active Shooter"
  • Armed individual using any form of deadly force,
  • Unrestricted access to additional victims.
  • No two situations are ever alike

• Active Shooter Behavior
  • An active shooter’s aggression is usually an expression of hatred, rage, and anger focused on assaulting persons with whom they come into contact.

Historically, the active shooter is likely to:

• Engage more than one target and be intent on harming a large number of people as quickly as possible.
• Target densely populated areas, such as schools, theaters, malls, public and private places.
• Have some degree of knowledge about the building or location they choose to attack.
• Be indiscriminate in their violence or seek specific victims.
• Often continue their violent attack despite the arrival of emergency responders.
• Show no interest in escaping police, hiding their identity or concealing their crimes.
• Be suicidal, deciding to die within the course of their actions.
• Only stop when they run out of targets, run out of ammunition, are confronted by police, are overpowered by citizens, or commit suicide.
Module 1: Statistics and Defining Active Shooter

Recent Statistics 1994 – 2003
(10 years / 120 months)

Workplace Shootings in the U.S.

164 workplace shooting incidents nationally
- averaging 16.5 shooting incidents per year

290 persons killed nationally
- averaging 29 deaths per year

161 persons wounded nationally
- averaging 16 persons wounded per year

Be Prepared: Surviving an Active Shooter Incident
Current Statistics: Incidents Nation Wide

In the almost 4 year period from January 1, 2009 – November 18, 2012 (47.5 months)

- 228 workplace shooting incidents in 3.9 years - averaging 60 incidents per year -
  (vs. 16.5 incidents average per year during the 1994 – 2003 period)
  A **264% Increase** during the last 47.5 months vs. the 1994 to 2003 10 year period.

- 359 persons killed in 3.9 years- averaging 94.5 killed per year (vs. 29 average killed per year for the 1994 – 2003 period)
  A **226% Increase** during the last 47.5 months vs. the 1994 to 2003 10 year period.

- 360 persons wounded in 3.9 years - averaging 94 wounded per year (vs.16 average wounded per year during the 1994 – 2003 period)
  A **488% Increase** during the last 47.5 months vs. the 1994 to 2003 period.

We are seeing an explosive increase in the number of Active Shooter incidents and casualties of Workplace Violence in the United States

• Workplace shooting continue to occur hospitals, schools, nursing homes, churches, post offices, office buildings, shopping malls, factories, fire stations and restaurants, and any public place.

Data courtesy: Center for Personal Protection and Safety, Spokane, Wash.   www.cppssite.com “News & Perspectives”
Of the 164 workplace shootings in the U.S. from 1994 to 2003...

More than half (51.8%) of those who commit workplace shootings experienced a negative change in employment status, including 23.8% who were fired or laid off, 28% who were demoted, suspended or involved with some sort of financial dispute with management.

- Most offenders knew their victims
- 91% of offenders are caught, killed or committed suicide almost immediately
- 56.9 % of offenders are age 40 or older and 80.3% are age 30 or older
- 91.6% of workplace shooters are male
- At least 13.4% of the incidents reviewed involved some sort of domestic violence as the motive.
- 31.7% of workplace shootings occur in a white collar job setting, accounting for 31.4% of all workplace shooting deaths.
- 78.5% of the guns used in workplace shootings were handguns and 81.2% of those are semiautomatics.

California and Florida are the most dangerous states when it comes to workplace shootings.

- Handgun-Free America report - 2004
Recent Workplace Shooting Incidents

February 12, 2007 - Trolley Square Mall, Salt Lake City, Utah

An 18 year-old high school dropout enters the Trolley Square Mall and opens fire on shoppers with a shotgun and handgun.

The shooter is engaged by an off-duty police officer who trades shots with him until on-duty Salt Lake City Police Department officers arrive. They also engage the shooter who is killed in the subsequent gun battle.

The incident lasted six minutes. Five shoppers are killed and four are wounded.
Recent Workplace Shooting Incidents

April 9, 2007- Long Lake Crossings Office Building, Troy, Michigan

A 38-year-old man, Anthony LaCalamita, enters his former employer's office armed with a shotgun. He shoots three former associates before fleeing the building. He is apprehended several hours later after a 100 mph chase up I-75.

The incident lasted approximately three minutes. One person is killed and two are wounded.

During a court ordered psychiatric exam, LaCalamita admitted that he had originally considered going to Somerset Mall and shooting as many people as he could before arriving police officers shot and killed him.
Module 1: Statistics and Defining Active Shooter

Recent Workplace Shooting Incidents

December 7, 2007- Westroads Mall, Omaha, Nebraska

A 19-year-old man, Robert Hawkins, enters the Von Maur department store for a moment then turns and leaves. He returns six minutes later, armed with an AK-47 assault rifle. He takes an elevator to the top floor where he opens fire on shoppers. After firing more than 30 rounds and striking 12 people, he kills himself.

The incident lasted six minutes. Nine people are killed and four are wounded.
Recent Workplace Shooting Incidents

January 8, 2011 Tucson, Arizona

Congresswoman Gabrielle Giffords was holding a constituent meeting called “Congress on Your Corner” in the La Toscana Village Mall. 20 to 30 people were gathered around her table…

At 10:10am, 23 year old Jared Loughner walked up, and without warning, shot Congresswoman Giffords point blank in the face with a 9mm semi-automatic handgun. He then randomly fired an additional 31 shots, hitting 19 people and killing six, including a federal judge and a 9 year old girl.

The entire incident lasted just 15 SECONDS!
July 20, 2012: Century 16 Movie Theater – Aurora, Colorado

On Friday, July 20, 2012, a mass shooting occurred inside of a Century movie theater in Aurora, Colorado, during a midnight screen of the film *The Dark Knight Rising*.

A gunman, dressed in tactical clothing, set off tear gas grenades and shot into the audience with multiple firearms, killing 12 people and injuring 58 others. The sole suspect is James Holmes, who was arrested outside the theater.

Witnesses describe him walking up the stadium seating staircase, shooting at those closest to him. As he noticed people trying to escape the gunfire through the emergency exit door, he adjusted his fire towards them. Witnesses said the gunfire lasting about 1 minute, with 50 to 60 shots fired.

Be Prepared: Surviving an Active Shooter Incident
Module 1: Statistics and Defining Active Shooter

Recent Statistics:


- 42 shooting incidents in the U.S. (4 per year)
  - 120 persons killed (11 per year)
  - 155 persons wounded (14 per year)

• School shooting have occurred in elementary schools, middle schools, high schools, colleges and universities.

From November 1991 to January 31, 2012, 53 shooting incidents have occurred exclusively on or near a U.S. college or university campus. In those incidents, 92 persons were killed and 113 were injured.
Recent School Shooting Incidents

April 20, 1999- Columbine High School, Jefferson County, Colorado

Columbine High School students Eric Harris and Dylan Klebold embark on a rampage that has become the fourth deadliest school shooting rampage in U.S. history. The shooters utilize a number of firearms and 99 improvised homemade explosive devices, including propane tank bombs. The rampage ends with both shooters committing suicide in the school library.

Incident lasted 49 minutes. A total of 176 shots were fired with 15 people killed and 24 wounded.

The incident could have been much worse!
Recent School Shooting Incidents

April 16, 2007 - Virginia Tech, Blacksburg, Virginia

The Virginia Tech massacre was a school shooting comprising two separate attacks, about two hours apart, on the Virginia Tech campus.

A 23-year-old Virginia Tech student, Seung Cho, armed with a handgun, shoots two students inside a campus residence hall, then leaves the building.

About two hours later Cho enters Norris Hall and chains three entrance doors shut from the inside. He proceeds to the second floor, where he enters classrooms, randomly shooting anyone he can. The incident ends when police officers force their way into the building and start up the stairs to the second floor. They hear one last gun shot, which was Cho shooting himself in the head.

The incidents lasted a total of 9 minutes. A total of 174 shots were fired, killing 33 people and wounding 23 others. Another six students were injured jumping from second story classroom windows.
Recent School Shooting Incidents

February 14, 2008 - Northern Illinois University, DeKalb, Illinois

A 23-year-old NIU graduate student, Steven Kazmierczak, enters a large auditorium-style lecture hall in Cole Hall armed with a shotgun and three handguns. There, he suddenly pulls a shotgun and opens fire on the professor and students. He then shoots himself in the head.

The incident lasts two or three minutes. A total of 54 shots were fired with six people killed and 16 others wounded.
December 14, 2012: Sandy Hook Elementary School Newtown, Conn.


Lanza killed his mother at their nearby Newtown home before driving to the school. After shooting the students and staff members, he committed suicide. An estimated 100 rounds were fired by the shooter in only a few minutes.

The death toll from the school shooting itself was 27 (including the perpetrator); including the mother killed earlier at home, the total death toll was 28. Two adults were treated for their injuries.

This massacre is the second deadliest school shooting in United States history, after the 2007 Virginia Tech massacre, and the second-deadliest mass murder at an American elementary school, after the Bath School bombings of 1927.
Research about Traits and Facts in School Shootings…

• Seven common elements

1. Most occurred in suburban and rural communities
2. Mostly males 11-27 years old
3. All but one shooter have been white
4. Loners with obsessive, failed relationships with females. Many had some type of emotional or mental illness.
5. Had easy access to firearms
6. Targeted their victims randomly
7. Had well-developed tactical plans
Module 2: Surviving an Active Shooter Incident

The objectives of this module are to:

- Recognize the duration of an active shooting event
- List the steps in developing a survival mindset
- Distinguish between how to react when you are outside during a shooting, in a building during a shooting, in a classroom when a shooter enters and leaves, in a hallway/corridor, and in an office/classroom and a shooter enters
- Differentiate between "cover" and "concealment" and
- Identify the considerations to make if you decide to "take out" the attacker
Module 2: Surviving an Active Shooter Incident

- History and overview
  - Most incidents last 2-6 minutes at most.

- Choices you must make during a shooter situation. Only 3 choices to make:
  1. Get Out
  2. Keep Out or Hide Out
  3. Take Out

- Guidelines when outdoors during a shooting
  - Drop on the ground as flat as possible
  - Duck down and run to cover (if within 15-20 feet)
    - Cover
    - Concealment
    - Both
  - Move or crawl away from gunfire
  - Try to warn others of the danger
  - When in a safe place, stay down and do not move
  - Avoid crossing open areas (streets, parking lots, etc.)
  - Call the police (local or 911)
• Guidelines when a shooter is in your building:
  • If you can’t immediately get out:
    • Secure the immediate area
    • If door has window, cover it
    • Stay behind solid objects, away from the door
    • Put phones and pagers on vibrate

• Guidelines when a shooter enters your office or classroom
  • If the gunman enters the room and leaves:
    • Lock or barricade the door behind them
    • If it is safe to do so, allow others to seek refuge with you
    • Depending on the gunman’s location:
      • Consider breaking ground-level windows to escape
      • If windows don’t open and you can’t break them, get out of sight of the door and stay low and quiet.
Module 2: Surviving an Active Shooter Incident

Zig/Zag:

- If in a hallway during a Shooting
  - Get in a room and secure it
  - Unless you are close to an exit, don’t run through a long hallway
  - If you must run down a hallway run in a zig zag pattern and/or bounce off walls
  - Avoid hiding in a restroom if possible
  - If you can escape, move well away from the scene and find a safe cover position and wait for police

Zig/Bounce:

- If a shooter enters your office/classroom
  - Try to remain calm
  - Call the police and alert them to the shooter’s location
  - If you can’t speak, leave the line open
  - If you are trapped with the gunman, don’t provoke him or her
• Take out the attacker

• Not a recommendation, but a choice when few, if any, options are left

• Throw anything at the shooter (aim at their face to disrupt their aim)

• Attack in a group (swarm)

• Use anything as a weapon to attack and secure the shooter

• Grab the shooter’s arms, legs and/or head and take them to the ground using your body weight to secure him or her

• Continue to fight until the shooter is no longer a threat. Gouge the eyes and/or do whatever it takes to survive. Understand that you are in a fight for your life.
“Take Out” An Active Shooter…Are you Nuts!!!???

As ludicrous as it may sound, attacking an Active Shooter can and has worked time after time. Sometimes done as an automatic reaction, instinct, or as a planned countermeasure, the counter attack on a Active Shooter has saved the lives of many potential victims...

Deer Creek Middle School, suburban Denver – February 25, 2010
Math teacher David Benke, working ‘parking lot duty’ at the end of the school day, saw a 32 year old gunman, armed with a rifle, shoot two students as they exit the school building. Benke noticed the shooter was firing a bolt-action hunting rifle. The teacher tackled the gunman and, with help from other teachers and bus drivers, held him down until police arrived. Benke later told reporters, “I noticed that (bolt action rifle) and thought I had time to get him before he chambered another round”.

La Toscana Village Mall parking lot, Tucson, Arizona – January 8, 2011
Jared Loughner was stopped, while trying to reload, after being clubbed by a bystander who struck him with a folding chair. Patricia Maisch, age 61, then scooped up the fresh magazine that Laughner was trying to load into his handgun, Bill Badger, age 74, tackled Laughner to the ground where he was held until police arrived.

Easy, basic Attack Countermeasures can be very effective and save lives. www.ACTCert.com
(view the Last Resort Active Shooter Survival Measures video after this slide)
Module 3: Calling/Reporting an Active Shooter Incident

The objectives of this module are to:

• Recognize the importance of calling the local (campus or city) Police Department first when reporting an active shooting incident

• Recognize what information you should report to authorities about an active shooting incident

• Recognize what information you should report to authorities about an active shooter
Module 3: Calling/Reporting an Active Shooter Incident

Calling the police department

• Give dispatcher as much info as possible about the situation:
  • What is happening
  • Where you are (including building and room)
  • Number of people at your location
  • Injuries if any, including number and type
  • Your name and other information as requested
  • Specific location and direction of shooter

• Give dispatcher as much info as possible about the shooter:
  • Number of shooters
  • Gender, race, and age of shooter
  • Language or commands used by shooter
  • Shooter’s clothing style and color
  • Physical features, e.g. height, weight, facial hair, glasses, etc
  • Types of weapons used by shooter
  • Description of any backpack or bag
  • Do you recognize or know the shooter

• Provide all info in a calm, clear manner
Module 4: Helping the Injured

The objectives of this module are to:

• Recognize basic first aid treatment for injured/bleeding individuals

• Identify items that can be used for first aid purposes

• Recognize the importance of staying calm and reassuring the people around you that help will arrive
Module 4: Helping the Injured

• Basic first aid for bleeding

The main objective is to stop the bleeding as soon as possible.

• For uncontrolled bleeding apply direct pressure to the wound and elevate

• Clothing, paper towels, newspapers, feminine hygiene products, etc. can be used effectively to stop blood flow.

• If a tourniquet is needed: shoelaces, belts, jacket/coat drawstrings, neck ties, power cords, and telephone wire can be used.

• Stay calm. It is important for both you and the victim to stay calm and stay in control. Reassure the victim that they will be all right.
Module 5: Law Enforcement Response: What to Expect

The objectives of this module are to:

• Recognize guidelines for waiting for help
• Recognize law enforcement response to injured persons
• Recognize procedures for evacuation by emergency personnel
• Recognize protocols for when police enter the room
• Recognize instructions you may be given by emergency personnel
• Recognize potential post-evacuation events
• Recognize protocols if a shooter is “downed”
Module 5: Law Enforcement Response: What to Expect

- Help is on the way
  - Remain in a secure area
  - Wait for police to come to you
  - Don’t assume the incident is over
  - Stay hidden and wait for rescue
  - Police will first locate, contain and stop the shooter

- Injured persons
  - Initial responding officers/contact team will not stop to treat the injured. Their job is to find the shooter.
  - Rescue teams will begin to search for, evacuate and/or treat injured individuals once the shooter is neutralized
Evacuation

- During evacuation, police will establish safe corridors to evacuate people. Remember:
  - Be patient
  - Wait for officers to come to you
  - Remain in a secure area

- When officers enter a room it is important to understand the officers will be hypersensitive to quick movement or any perceived threat, therefore:
  - Move slowly, get down and lay still
  - Keep your hands in plain sight at all times. Officers are taught “hands kill”.
  - Do not yell, scream, point or grab at the officers

- Do EXACTLY as you are told:
  - If instructed, keep your hands on your head
  - You may be searched
  - You may be escorted out of the building
Module 5: Law Enforcement Response: What to Expect

• After evacuation
  • You may be taken to a staging or holding area for medical care, interviewing, counseling, etc.
  • You will not be allowed to retrieve personal items or access the area until police release the crime scene.

• If the shooter is “downed”
  • Notify/update the police
  • Provide your location
  • Secure the shooter
  • Do not pick up or handle any weapons
  • Move weapons away from the shooter
  • Provide first aid to others as needed

• When police officers arrive on scene:
  • Raise your hands and drop to your knees
  • Follow their instructions precisely!
  • Do not run from the room
Supplemental Module 1: Active Shooter vs. Hostage Situation

The objectives of this module are to:

- Differentiate active shooter characteristics from hostage situation characteristics
- Distinguish between substantive and expressive motives
- Identify which actions can increase your chances of survival during a hostage situation
- Recognize the intentions of negotiators when using active listening skills during a hostage situation
- Differentiate between threatening actions to officers when they enter a room
- Recognize what officers may do to you when they enter a room
Supplemental Module 1: Active Shooter vs. Hostage Situation

- **Defining active shooter**
  - Armed individual
  - Unrestricted access
  - No two situations alike

- **Defining Hostage Situation**
  - Involves an armed and dangerous individual
  - May have already used deadly force
  - Access will be restricted
  - Containment of offender(s) and victim(s).

- **Substantive Motives**
  - Things hostage takers cannot obtain for themselves. Attempt to use hostages as an exchange tool for:
    - Money
    - Escape
    - Political change
    - Social change
Supplemental Module 1: Active Shooter vs. Hostage Situation

Hostage Situation:
- Involves an armed and dangerous individual
- May have already used deadly force
- Access will be restricted
- Containment of the offender and victim

Expressive Motives
- Hostage takers compensating for a loss
  - Disgruntled employees
  - Jilted lovers
  - Rejected spouses
  - Aggrieved individuals
  - Idealistic fanatics
  - Individuals with mental illnesses

Hostage survival tips
- Remain calm
- Follow directions
- Avoid sudden movements
- Maintain eye contact
- Find the middle position
- Personalize yourself
- Don’t argue
- Don’t be a nuisance
- Don’t turn your back

Be Prepared: Surviving an Active Shooter Incident
Law Enforcement Efforts: Hostage Situations

- Negotiators will use active listening skills to:
  - Communicate with the hostage taker
  - Defuse emotions
  - Build rapport
  - Work towards a peaceful resolution

Historically most situations have been resolved through negotiations and ended peacefully.

Interacting with law enforcement

- Do not expect officers to assist you in getting out
- Do not present a threat to police
- Be quiet and compliant
- Police will assume everyone is a threat to their safety
- Do not have anything in your hands
  - Officers are taught “hands kill”
- Raise your arms, spread your fingers, and show your hands as you drop to the floor
- Be prepared to:
  - Have weapons pointed in your direction
  - Be subject to a search
  - Be handcuffed
Supplemental Module 2: Pre-Incident Indicators/Behaviors

The objectives of this module are to:

• Recognize which behaviors are classified as workplace violence

• Classify the four categories of workplace violence

• Differentiate between conditions, signs and behaviors leading up to acts of violence

• Recognize variables needed for organizations to have a successful workplace violence program

• Recognize how employers can reduce the likelihood of workplace violence

• Recognize how employees can reduce the likelihood of workplace violence
Defining workplace violence
- Any action/violent act by an employee or former employee against co-workers or supervisors

Behaviors of Concern: Myth vs. reality
Myths:
- Happens out of the blue
- No one saw it coming
- The person just “snapped”
- Most situations resolve themselves if given cooling off time
- Violence is random, spontaneous and unpredictable

Realities:
- Threats are almost always present
- Warning made through comments can reveal clues of future violence
- Erratic/abnormal behavior is a warning sign of future violence
- The path toward violence is an evolutionary one with signs along the way
Behaviors of Concern, continued

Four types of workplace violence:

- **Type 1:** Violent acts by criminals who have no connection to the workplace but enter to commit a robbery or other crime
- **Type 2:** Violence directed at employees by customers, clients, students, etc.
- **Type 3:** Violence against co-workers, supervisors, or managers by a present or former employee
- **Type 4:** Violence committed in the workplace by someone who doesn’t work there, but has a personal relationship with an employee (spouse, domestic partner, etc.)

Myths associated with workplace violence include:

1. It happens out of the blue,
2. No one saw it coming,
3. The person just “snapped”
4. Most situations resolve themselves if given cooling off time,
5. Warning signs are predictive of violent behavior, and/or
6. Violence is random, spontaneous, and unpredictable.

Supplemental Module 2: Pre-Incident Indicators/Behaviors

Course Modules and Objectives

Be Prepared: Surviving an Active Shooter Incident
• Behaviors of concern, continued

• Conditions/stressors
  • Personality conflict
  • Mishandled terminations or disciplinary actions
  • Drug or alcohol use on the job
  • A grudge over a real or imagined grievance
  • Breakup of a marriage/relationship
  • Other family conflicts
  • Financial or legal problems
  • Mental health issues

• Workplace offenders
  • Angry or argumentative behavior
  • Blaming others for their problems
  • Fail to take responsibility for their actions
  • Retaliate against perceived injustice
Behaviors of concern, continued

Other concerns

- Increasing belligerence
- Ominous, specific threats
- Hypersensitivity to criticism
- Recent acquisition/fascination with weapons
- Obsession with a supervisor or a co-worker
- Preoccupation with violent themes
- Interest in recently publicized violent events
- Outburst of anger
- Extreme disorganization
- Noticeable changes in behavior
- Homicidal/suicidal comments or threats
Course Modules and Objectives

Supplemental Module 2: Pre-Incident Indicators/Behaviors

- Preventative measures
  - Pre-employment screenings
  - Anti-violence/zero tolerance policy
  - Fair and consistent disciplinary procedures
  - Grievance procedures
  - Violence prevention training
  - Employee assistance program
  - A Threat Management Team

- Employer Actions for Averting Workplace Violence:

  Have a good Workplace Violence Policy

  - Communicate program policy to employees
  - Provide recurring training in preventative measures
  - Support victims of workplace and/or domestic violence
  - Foster a climate of trust and respect
  - Seek advice and assistance from outside resources

Be Prepared: Surviving an Active Shooter Incident
Supplemental Module 2: Pre-Incident Indicators/Behaviors

• Employee actions for averting workplace violence
  
  • Be aware of and comply with the organization’s workplace violence program and policy.
  
  • Recognize and report behaviors of concern observed in the workplace.
  
  • See or Hear Something? Say Something!
  
  • Treat everyone with respect, dignity, kindness and compassion
The future?

- What is happening in the workplace and on college and university campuses is a reflection of what is happening in American society as a whole.

- With incidents of workplace and school shootings increasing each year, how well are you prepared to recognize the danger signs and intervene to prevent a tragedy before it occurs?

- Ideally, we’d all like to prevent the tragedy from ever occurring. However, if you can’t prevent the tragedy, how well prepared are you to deal with it once it starts?