



CNIC | TRAINING AND READINESS

THE ACTIVE SHOOTER



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https://www.youtube.com/watch?v=5mzI_5aj4Vs

ACTIVE SHOOTER

- ▣ CNIC recognizes the need to provide its employees and families with information about Active Shooters and how to respond should you find yourself in an Active Shooter situation. Knowing what to do may save your life or that of others.

The Active Shooter is required training for all CNIC personnel. It should take you approximately 45 minutes to complete. When you finish the training session, print a copy of your Certificate of Completion for your training records.

Questions to Ask Yourself...

- ▣ Active Shooter situations are unpredictable and evolve quickly. Because the situations are often over within 10-15 minutes, before law enforcement can arrive, individuals must be prepared both mentally and physically to deal with an Active Shooter situation.

Common Elements



- You may recall events in which someone entered a building and began shooting or taking hostages for no apparent reason.

Active Shooter incidents have the following common elements: The threat is not contained, and there is an immediate risk of death or injury

Common Elements(Cont.)

- Incidents of targeted violence are rarely sudden, impulsive acts; they are planned
- Most shooters have no history of prior violent or criminal behavior
- These events are considered the greatest terrorist threat in the community

The Active Shooter's Mentality



An Active Shooter is defined as a suspect or assailant who intends to immediately inflict serious injury and kill unsuspecting individuals. When you heard about the tragic incident at Fort Hood, you probably asked yourself, "Why would someone do this to innocent people? What could possibly be going through that person's mind?" Studies have found common characteristics among these criminals

THE ACTIVE SHOOTER'S MENTALITY(CONT.)

- ❑ The shooter has a desire to kill and seriously injure without concern for his safety or threat of capture.
- ❑ There may or may not be specific victims. Historically, many shooters will have intended victims and will search them out while taking others in the wake

The Active Shooter's Mentality(cont.)

- ▣ The shooter takes targets of opportunity (additional victims) while searching for, or after finding intended victims
- ▣ The shooter will continue to move throughout a building or area while looking for victims until stopped by law enforcement, suicide, or individual intervention

The Active Shooter's Profile

Is there a “profile” that can be used to identify a potential Active Shooter?

Unfortunately, no



The Active Shooter's Profile(Cont)

- ▣ Active Shooters are just like you. They come from all backgrounds and walks of life.
- ▣ In some cases it may be possible to point to specific warning signs, such as overly emphatic complaints about coworkers, recent job loss, money problems, or a failed relationship. However, that is after the fact.

The Active Shooter's Profile(Cont)

There are no absolute signs before the tragedy happens. Active Shooters generally believe they have no other options. While suicide is certainly a possibility, as is a shoot-out with law enforcement, there are also numerous cases in which individuals eventually surrender to authorities.

The Active Shooter's Profile(Cont)

Of particular note is that Active Shooters usually select a populated area, for instance work or school. The people and the place are seen as the root of the problem.

The Active Shooter's Profile(Cont)

- ▣ However, Active Shooters have also targeted random victims in highly populated areas such as restaurants, churches, athletic competitions, or social events, usually with the aim of maximizing their violence.

How would I describe an Active Shooter?

- ▣ The threat is over. The shooter has been killed by Law Enforcement authorities in the courtyard where just an hour ago co-workers were having lunch and talking about the weekend. The officer asks, "Did you notice anything strange about his/her behavior lately? Did he/she say anything to indicate anger or frustration?"

How would I describe an Active Shooter?

- ▣ She had recently become withdrawn and stopped interacting with any of his coworkers
- ▣ He just went through a really tough divorce. She moved out of state with the kids and took most of what he has. He does not have any family
- ▣ She was always arguing with someone. No one was ever right, but her. She became obsessed with some particular group and blamed them for causing problems.
- ▣ There was nothing out of the ordinary. We worked on teams together and he just does his job like anyone else.

What actions will the emergency response teams take as the incident unfolds?

- ▣ Recognize that there are two types of first responders involved in the initial response:
 - ▣ • Law Enforcement Officers
 - ▣ • Emergency Medical Service Response teams



Law Enforcement Officers

- ▣ The first team on the scene will be the Law Enforcement Officers. Their mission is to neutralize the danger – the Active Shooter. Do not expect the officers to stop and help. That is not their job. Stopping will only give the Active Shooter more time to inflict more harm.



Emergency Medical Service Response Teams

- Emergency medical personnel follow the law enforcement team. The Medical Service Response teams treat injured personnel as quickly as possible and then removes them from the area if possible. If you are not injured and the threat is not in the immediate vicinity, you might be asked to assist with removing the injured from the premises



What actions will the emergency responders take?

- ▣ We have been trapped for just a few minutes, but it seems like hours. A few of us have injuries, but nothing serious. Some are crying.
- ▣ Just moments ago, the military police moved quickly through our area. One of the women tried to stop an officer, but he just kept on moving. She asks, “Why are they not stopping to help us?”

You are a supervisor and it is your job to keep your people calm. Your response to her is:

- ▣ We are okay. No one is seriously hurt. We can wait it out-just a few more minutes.
- ▣ The police have to get the shooter before we can get out of here. Just be patient. It is almost over.
- ▣ There are two teams: police and Emergency responders. The police are after the shooter: the emergency medical will come behind the police and help us.

What actions should I take in order to survive or to provide aid?



- ▣ If there is an accessible escape route, try to get away from the danger. You must determine the most reasonable way to protect your own life. Customers, clients, and children are likely to follow the lead of employees, managers, and teachers during an Active Shooter situation. Stay calm and move quickly.

Try to get to an outside exit immediately. Attempt to avoid moving through hallways - you do not know what is around the corner. If you must move into a building, lock yourself in a room and or barricade the door until help arrives.

What actions should I take in order to survive or to provide aid?(Cont)

- ▣ Try to get to an outside exit immediately. Attempt to avoid moving through hallways - you do not know what is around the corner. If you must move into a building, lock yourself in a room and or barricade the door until help arrives.

Render Aid

- ▣ Restore the breathing
- ▣ Stop the bleeding
- ▣ Treat for shock

Extended Incident

- ▣ Remain calm
- ▣ Assemble in a secure area and barricade yourself in
- ▣ Establish communications
- ▣ Organize for your safety & survival
- ▣ Discuss alternatives & plan to defend yourselves as a last resort

What action should I take?

▣ You have three choices in an emergency such as this.

1. Evacuate

2. Hide and barricade yourself inside a room

3. Take actions to prepare to defend yourself

EVACUATE

If there is an accessible escape path,
attempt to evacuate the premises
directly to an outside exit

Hide

- ▣ Where to Hide? Hide and barricade yourself inside a room [L] [L] [SEP] [SEP]
- ▣ If evacuation is not possible, find a place to hide where the Active Shooter is less likely to find you. Your hiding place should: [L] [SEP]

Take actions to prepare to defend yourself


- ▣ Lock the door and barricade it with heavy items (for example, a desk or a file cabinet) [SEP]
- ▣ Silence your cell phone or pager; eliminate any source of noise [SEP]

What action should I take?(cont)

Prevent Re-Entry

- ▣ If the Shooter enters and then leaves your room, lock or barricade the door to prevent his re-entry.
- ▣ The Active Shooter may bang on the door and yell for help to trick you into opening it.
- ▣ Do not be fooled!

What action should I take?(cont)

- ▣ If you find there is no alternative to evacuate or hide and your life is in imminent danger, take action against the Active Shooter.
- ▣ Remember, this is only as a last resort.
- ▣ Commit to your decision 

HOW DO I RESPOND WHEN HELP ARRIVES?



Law enforcement's purpose is to stop the Active Shooter as quickly as possible. Officers will proceed directly to the area in which the last shots were heard. If you are in the situation, what can you expect and how should you respond to help the authorities?

HOW DO I RESPOND WHEN HELP ARRIVES?

- ❖ Your Reaction
 - When the officers begin arriving on the scene, you can help by:
 - Remaining calm and quiet and following the officers' instructions
 - Keeping your hands visible at all times
 - Avoiding quick movements, moving toward or grabbing the officers

Your Observations

- ▣ When you call 911 or have an opportunity to speak with an officer, you will be asked for as much specific information as you can give. Be observant.

Your Observations(Cont)

- ▣ Once you have reached a safe location or an assembly point, you will likely be held in that area until the situation is under control and all witnesses have been identified and questioned. Do not leave until law enforcement authorities have given you permission.

How can the Command plan for something like this?

- ▣ To prepare the staff and employees for an Active Shooter situation, every command within CNIC will have an Emergency Action Plan (EAP) and will conduct training exercises to prepare its people. Together, the EAP and the training exercises should prepare you to respond effectively and help minimize loss of life.

Your Command should have an Emergency Action Plan in place

- ▣ A preferred method for reporting fires and other emergencies
- ▣ Your Command should have an EAP in place

Components of your EAP

1. Reporting
 - ▣ A preferred method for reporting fires and other emergencies.
 - ▣ Do you know where the alarms are located?



Components of your EAP(Cont)

2. Contact information.
 - Each employee should provide and keep up-to-date personal contact information. Who should be called in the event of an emergency and are there alternate individuals in case the primary is unable to be reached or is in the emergency as well?

The screenshot shows a web-based form for entering contact information. It is divided into two main sections: 'Mandatory Services' and 'Optional Services'. The 'Mandatory Services' section includes fields for 'Email - Work - Primary' and 'Phone - Work'. The 'Optional Services' section includes a note: '** Note: Mobile Phone(SMS) required for government provided phones'. Below this note are fields for 'Email - Work - Secondary', 'Phone - Mobile', 'SMS', 'TTY/TTD Phone', 'Email - Home', and 'Phone - Home'. At the bottom of the 'Optional Services' section, there are three rows for 'Pager' services: 'Pager (Numeric)', 'Pager (One Way)', and 'Pager (Two Way)'. Each of these rows has a text input field and a dropdown menu labeled 'Select Center'.

Components of your EAP(Cont)

3. Evacuation policy and procedures.

- ▣ If you're a supervisor, how are you to account for your people? How do you track when people are on travel, on leave, or in meetings in surrounding buildings



Components of your EAP(Cont)

4. Escape & route assignments

You're probably familiar with the fire drills. What about a bomb threat?

Where are you expected to reassemble outside the building?



Components of your EAP(Cont)

5. Local hospitals.

Supervisors and employees should have a listing of local area hospitals, their phone numbers, and their distances from the workplace.



Components of your EAP(Cont)

6. Emergency notification system.
 - ▣ Notification could come at any point during a 24 hour day..



Training Exercise

The training exercises should include:

- ▣ Recognizing the sound of gun shots
- ▣ Practicing responses
- ▣ Calling 911

Preparedness

- ▣ The Command has a responsibility, as does the employee, to prepare for situations such as an Active Shooter. Within your workplace, there should be posted signs of predetermined evacuation routes.



Prevention

- ▣ Foster a respectful workplace
- ▣ Build an awareness of workplace violence
- ▣ Recognize the need for help

What happens after the Active Shooter is neutralized?



Once the Active Shooter is stopped, the law enforcement officers will turn their focus to the victims and evacuation. What should you expect and what should you be expected to do?

Actions

- Once the Active Shooter is no longer a threat, the response teams will turn their attention to the victims. They will establish safety corridors so that you can get out and other people who need to help with the situation can get in. They may establish a secure area within the building to gather victims and give instructions. .



Evacuating the Scene

- ▣ Once you are outside the threat area and in a secure location, you can expect to be examined by medical personnel and questioned by Law Enforcement authorities. Be cooperative and try to recall as many details as you can.



Crime Scene Procedures

- ▣ The site of an Active Shooter incident is a crime scene and will be treated as such by law enforcement. You will not be permitted to retrieve items from the area.

