



Active Shooter Surviving the Threat

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Prepared by the Nevada Threat Analysis Center (NTAC)
for presentation to school administrators, governmental
and private employees, law enforcement, and other non-
law enforcement first responders.

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Curriculum Overview

- Active Shooter Definition
- Active Shooter Statistics
- Active Shooter Gunman
- Weapons & Equipment
- Indications & Warnings
- Active Shooter Tactics
- Case Studies
- Lessons Learned
- Governmental Attacks/Trends/Remedies
- Prevention and Mitigation
- How Others Survived



Kevin Vickers, 54 years, shot active shooter Michael Zehaf-Bibeau on 10/22/2014

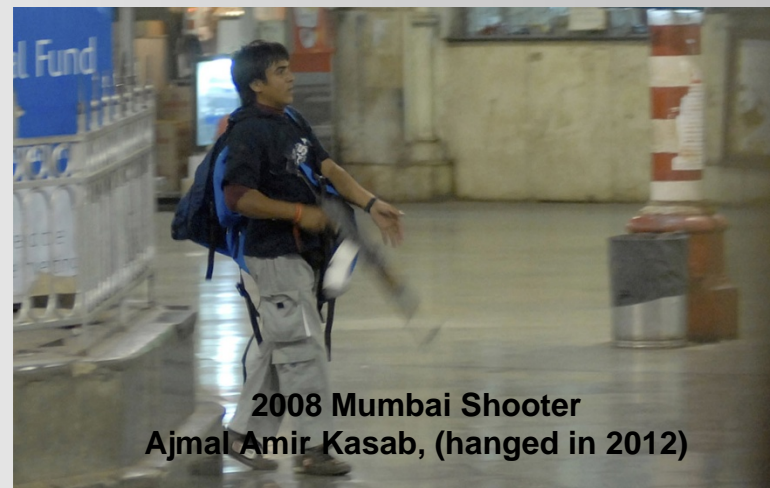


What is an Active Shooter?

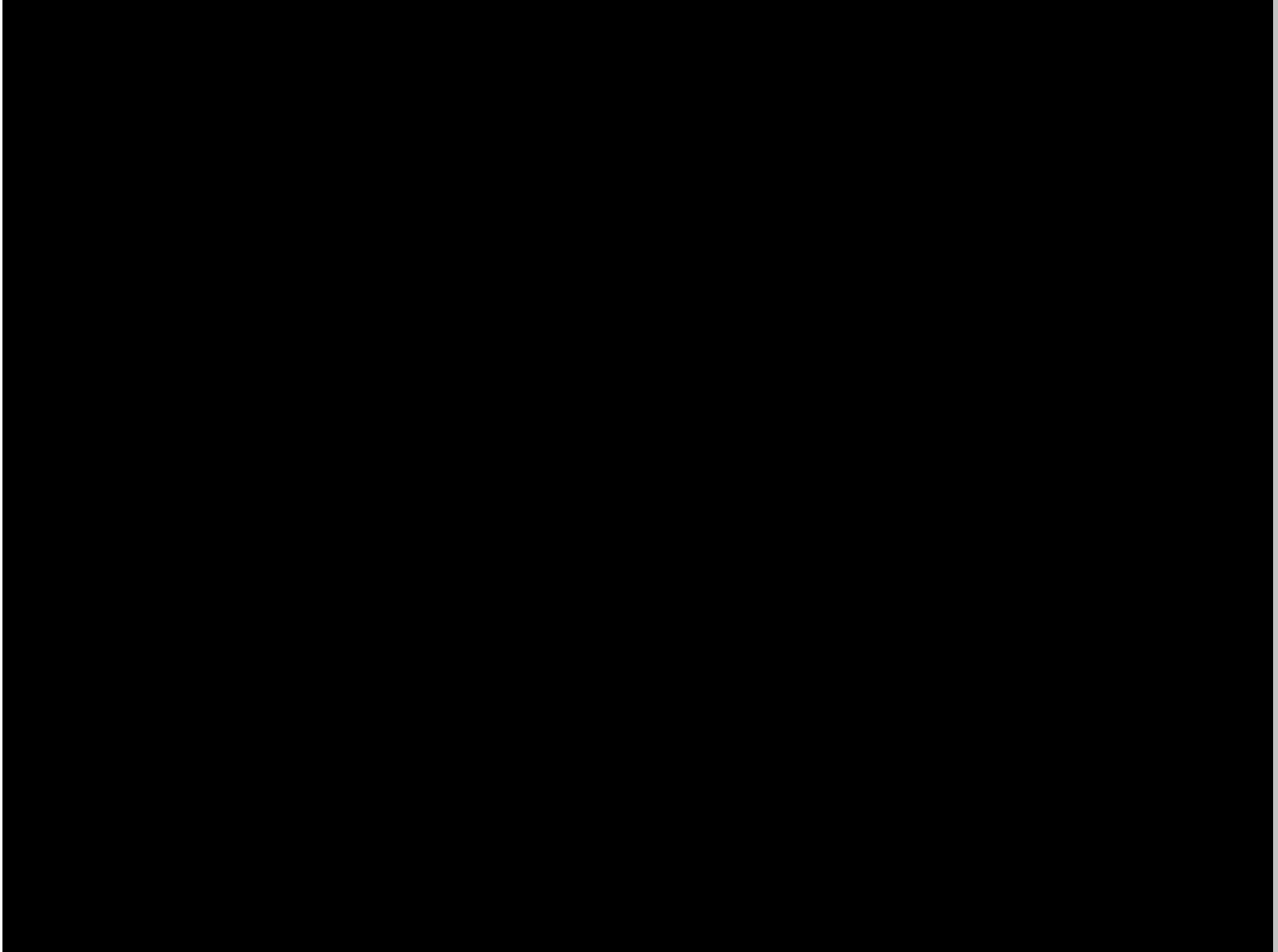
- Definition: An active shooter is

“an individual actively engaged in killing or attempting to kill people in a confined and populated area.”

Open (outdoor) areas should technically be considered within the definition (Lopey)



June 8, 2016 Attack in Tel Aviv





Catalysts



What motivates active shooters?

- **Bullying** (e.g. feeling of rejection and/or hostility by peers.)
- **Emotional distress** (e.g. rejection of partner, divorce, loss of child custody, etc...)
- **Perceived hostile work environment** (e.g. firing, layoff, reduction in pay or benefits, disciplinary action, etc...)
- **Financial hardship** (e.g. bankruptcy, debt collection, etc...)
- **Mental disability**

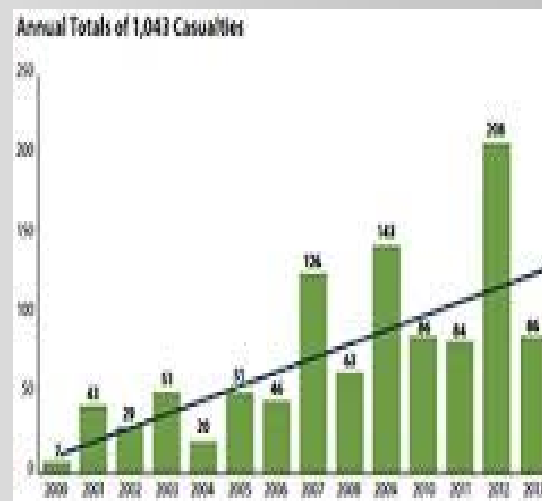


Frequency of Attacks

FBI 2000-2013 Study

- Active shootings: **160 incidents** between 2000-2013
- **FBI Study:**
486 killed
557 wounded
1,043 casualties
- 70.0% of the incidents in commerce/business or educational environment
- In 64 incidents (69.0%) incidents ended in **5 minutes or less** (23 less than 2 min.)
- In 45 (28.1%) of incidents L.E. and shooter exchanged gunfire.
- In 21 incidents (**13.1%**) **incident ended after unarmed civilians restrained shooter**
- In all 64 (40.0%) of shooters committed suicide
- In all, 24 (15.0%) involved shootings at more than 1 location (FBI, 9/2013)

Active Shootings in United States (2000 – 2013)- FBI Study

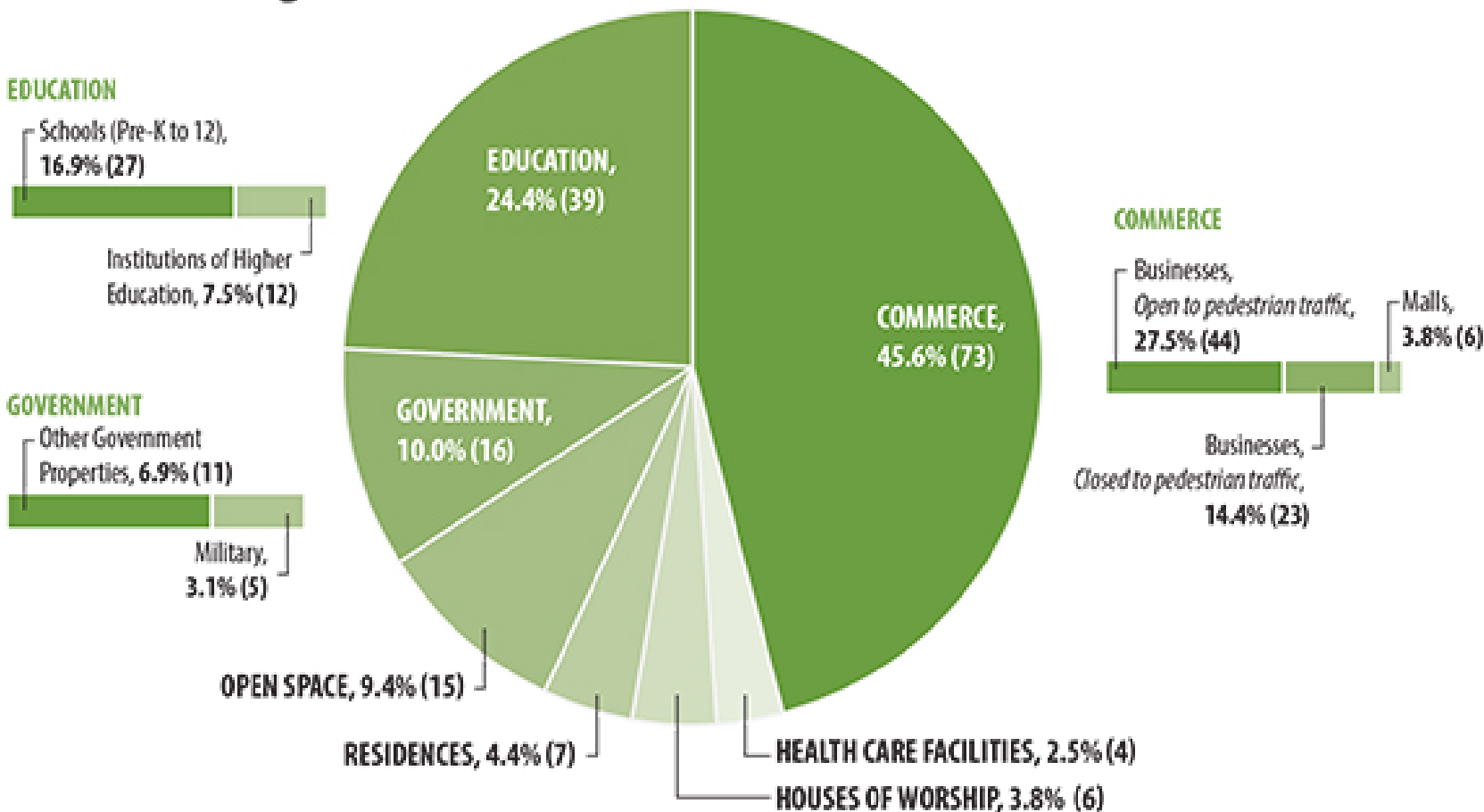


- Limited evidence suggests high-profile active shootings spark “copy-cat” attacks



Locations of Attacks (FBI)

A Study of 160 Active Shooter Incidents in the United States Between 2000 - 2013: Location Categories



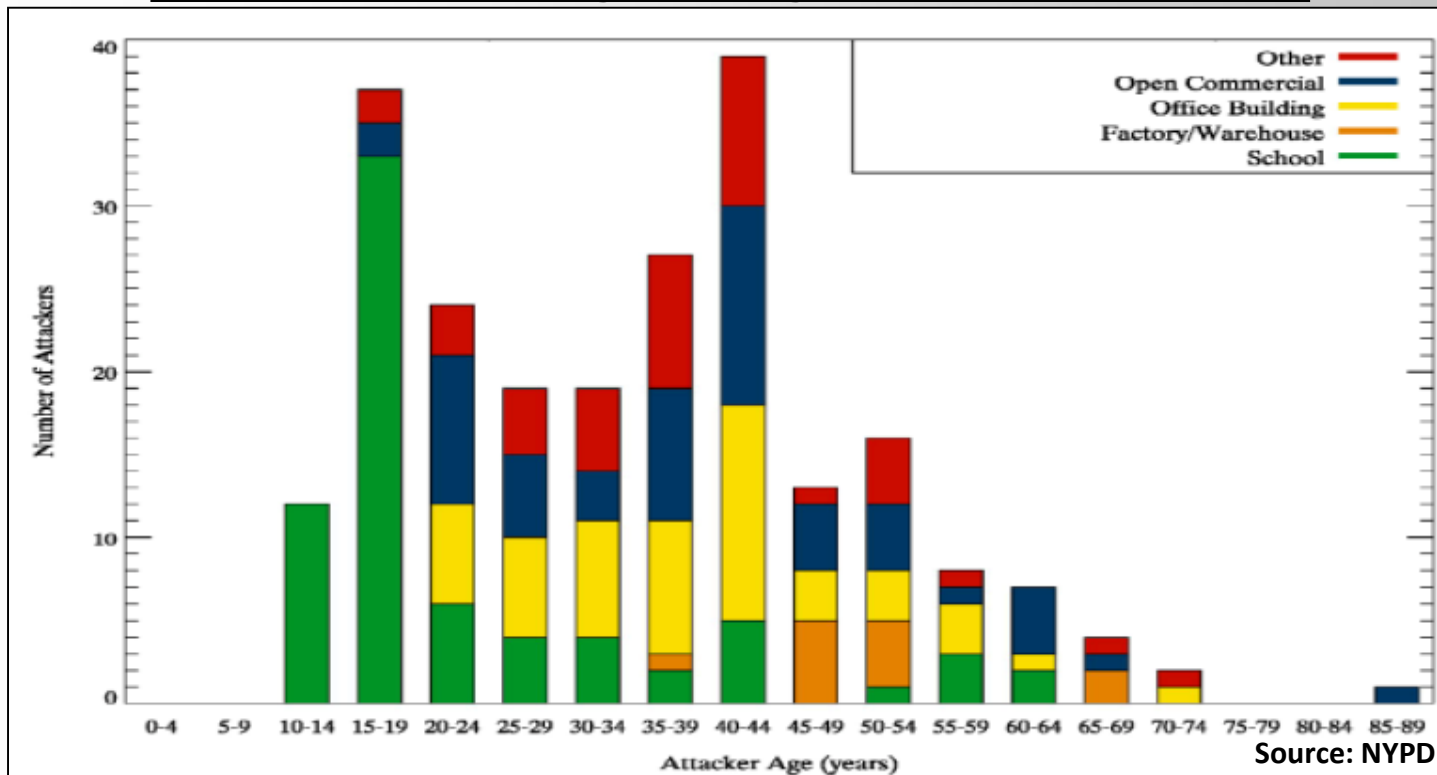
Source: Active Shooter Report: FBI, 2014

Source: Federal Bureau of Investigation, 2014



Gunman

Worldwide Gunman Ages & Target Facilities (1966 - 2012)

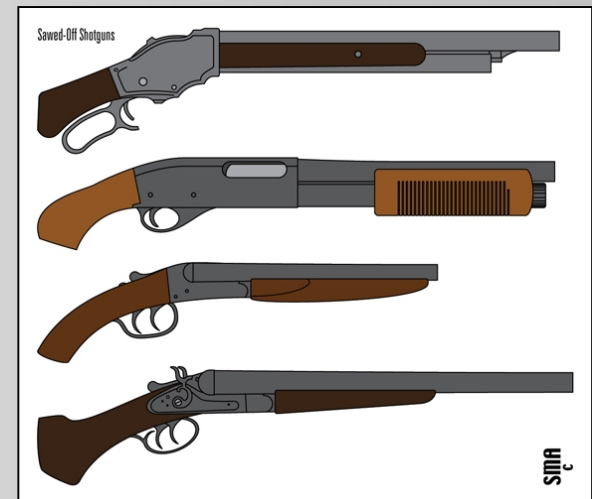


- What is the profile of an average active shooter?
 - Most active gunmen are males between 35-44 years old; average school shooters are males 15-19 years old
 - Ninety-seven percent are male; 98 percent act alone



Weaponry

- What type of firearms do active shooters employ?
 - Handguns used two to one over rifles and shotguns
 - Handguns are concealable; semi-automatic versions provide high rate-of-fire
 - Rifles and shotguns are routinely modified for concealment
 - Worldwide, eight percent of weapons were reported as fully-automatic
 - **Multiple firearms routinely carried**



Weaponry Continued

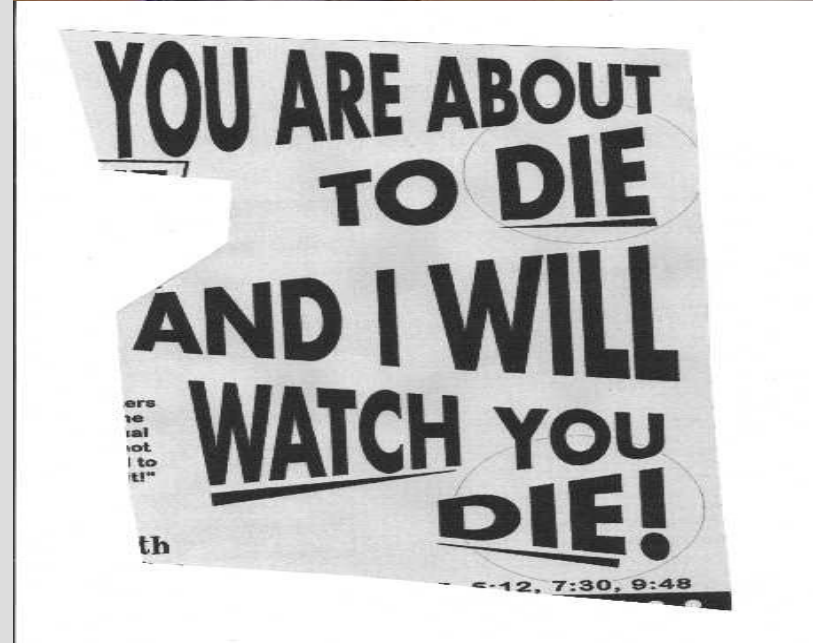
Improvised Explosive Device (IEDs)

- Several highly planned active shooting attacks have included IEDs
- IEDs generally used as secondary weapons and are often pre-positioned for an attack
- Gunmen in the Columbine High School massacre utilized dozens of IEDs including pipe and propane tank bombs
- **Note: pipe bombs easy to make with on-line instruction available from numerous sources**



Indicators & Warnings

- What are potential indicators and warnings of active shooters?
 - Stated or implied threats
 - Possession of weapons and/or violent propaganda
 - Demonstrated pattern of violent behavior (whether as the perpetrator or victim)
 - Signs of emotional distress
 - Mental health issues (JL)





Tactics

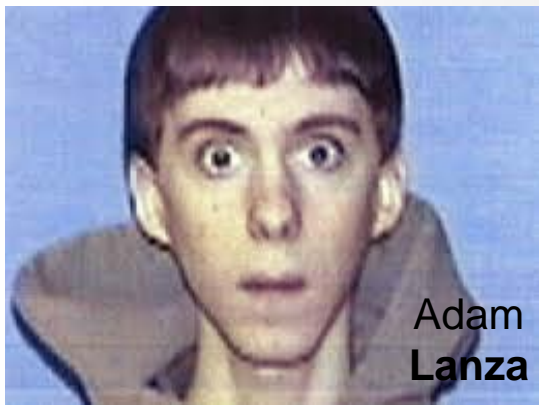


- What common tactics are employed by active shooters?
 - **Illegal acquisition and/or possession of weapons**
 - Surveillance
 - **Timing**
 - Ingress through secondary access points
 - **Indiscriminate targeting of victims**
 - Death by suicide (Redrock, Sparks K-mart)





CASE STUDIES



Adam Lanza



Seung-Hui Cho



Cheri Lash Rhoades



Michael Zehaf-Bibeau



Dylan Klebold

Eric Harris

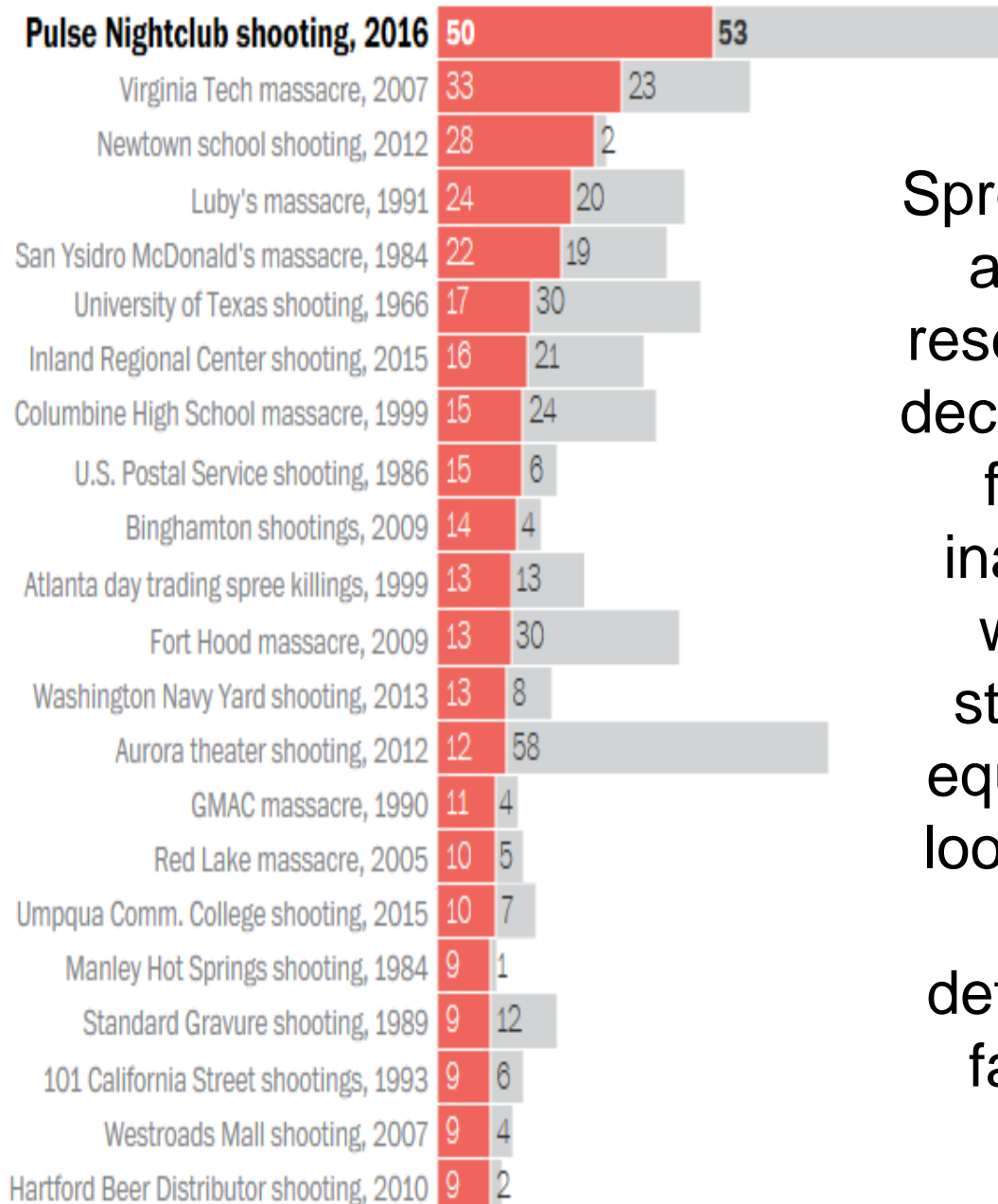
Eric: First of all, there is nothing that anyone could have done to prevent this. No one is to blame except me and vodka.



SHOT & KILLED 67 AND KILLED 8 IN BOMBING (2 DROWNED) 33 Under age of 18

Anders Breivik

Number of people **killed** and **injured** in the 25 deadliest mass shootings in the U.S.



Spree killers often are fueled by resentment, rage, declining personal fortunes, an inability to deal with life as it stands and an equal inability to look at their own personal deficiencies and failings (Jack Levin) . 15

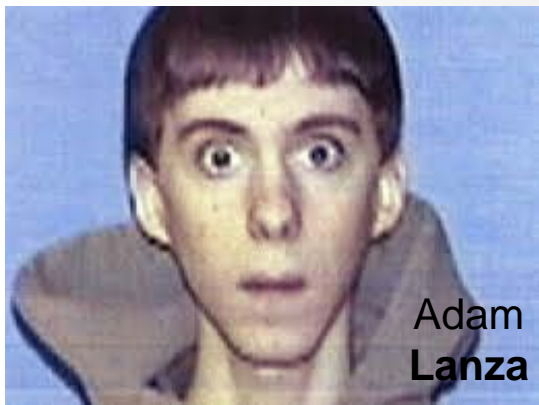


Incidents with Highest Casualty Counts

- **Utoya Island, Norway**, Anders Breivik, set off IED and **killed 8**, went to Island and shot and **killed 67** (33 under age of 18), **2** drowned while escaping, July 22, 2011
- **Pulse Nightclub, Orlando, Florida**: (**50 Killed, 53 wounded**), June 12, 2016—Omar Mateen
- **Virginia Polytechnic Institute and State University**, Blacksburg, Virginia: (**32 killed, 17 wounded**), April 16, 2007
- **Sandy Hook Elementary School** and a residence in Newtown, Connecticut: (**27 killed, several wounded**) December 14, 2012
- **Luby's Cafeteria Massacre, Killeen, Texas**: (**24 killed, 20 wounded** by George Hennard), October 16, 1991



Surviving the Active Shooter



Adam Lanza



Seung-Hui Cho



Cheri Lash Rhoades



Michael Zehaf-Bibeau



Dylan Klebold Eric Harris

Eric: First of all, there is nothing that anyone could have done to prevent this. No one is to blame except me and vodka.



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Anders Breivik

Prevention Mitigation Response



Options for Consideration

Preventative Measures

- Develop active shooter emergency procedures and **routinely train staff**. Attempt to exercise with law enforcement, fire and EMS
- Maintain inner and outer security rings
- If possible, consider hiring armed security
- Remain vigilant and look for warnings and indicators; alert law enforcement authorities to suspicious individuals/behaviors
- Ensure personnel receive training on improvised explosive device (IED) and threat awareness
- **Institute a Violence in the Workplace Committee of multi-disciplined professionals to confront potential threats (e.g. Washoe County Policy consisting of enforcement of said policies by committee of specialists who meet to brainstorm reports of pending incidences)**



Options for Consideration

How Others Survived

- **Prompt Police, Fire, EMS Notification:** get police in route as soon as possible (local dispatch systems should have PSAP expansion capabilities (public safety access point). Assure dispatch has detailed descriptions/location
- **Ranking supervisor:** Take charge and Implement NIMS (National Incident Management) procedures (Incident Command) if trained to do so--regardless (consider evacuation, shelter in place or other options for subordinates) and provide leadership, delegate & guidance
- Organize students or employees and attempt to evacuate away from danger (e.g. emergency exits, first floor windows) or implement shelter in place and/or resistance options. **Move away from gunfire!**
- Attempt to relocate employees/customers to “safe zones” such as secure offices or other spaces that have no windows, solid and lockable doors.



Options for Consideration

How Others Survived

- If evacuation is not possible, attempt to barricade room with appliances/furniture to dissuade/prevent gunman access (V-Tech)
- Shelter-in-place under desks, tables, and or hide in any seemingly inaccessible spot (air conditioning ducts, walk-in refrigerators, etc.) offering solid cover and concealment (Westgate, V-Tech)
- Fight back, If trapped. Attempt to disarm and restrain gunman (throw chairs, staplers, large objects etc.) Alturus
- Identify yourself to law enforcement once they arrive; keep hands visible
- Play dead if wounded and unable to escape or hide (Westgate, Mumbai)
- If necessary assist with first aid and evacuation of the wounded (if your area is safe and you're not evacuating).
- Police entering area should have availability of shields (type III) and adequate ballistic vests (ideally Type III, IIIA or IV)

Vest Ratings
Type IIA,
 9mm, .40
Type II
 9mm, .357
Type IIIA
 .357 Sig,
 .44 Mag
Type III
 Rifles: 7.62
 FMJ
Type IV
 Armor
 piercing;
 .30 cal.



Options for Consideration

How Others Survived (Hemorrhage Control/Medical Evacuation)

- Threat suppression, hemorrhage control, rapid Extrication to safety, assessment by medical providers and transport to definitive care saves lives (DHS, Office of Health, 2016)
- Control of external hemorrhage in the pre-hospital setting is crucial.
- Tourniquet use and direct pressure/pressure dressing to injury saves lives. All L.E. should be trained in use of tourniquets.
- The wound data and munitions Effectiveness Team showed that 90 % of Vietnam deaths occurred prior to definitive care, with 42% occurring within 5 minutes to 30 minutes of injury.
- Greater interoperability & collaborative education and training among EMS, Fire, L.E. and other stakeholders during IED/Active shooter events will enable first responders to conduct well-integrated and effective incident response and emergency management that can ultimately save lives. (DHS, Health, 2016)



Options for Consideration

How Others Survived-



The Law Enforcement Perspective (DHS)

- Law enforcement units should be trained in active shooter response, to include deployment of **contact** & follow-on **rescue** teams (DHS, Office of Health, 2016)
- All first responders (EMS, Fire, Police) should be trained and practice working together in active shooter scenarios.
- Active shooter first response should focus on traditional CARE Under Fire injuries with immediate “extraction” from the site. All casualties should be directed or moved to a “Safe Point” by extraction teams for re-triage.
- Interoperability between EMS, fire, and law enforcement must be exercised and an understanding of responsibilities and actions of all parties (achieved by mutual trainings, policies and exercises) (DHS).
- State and local officials should promote CERTS and other volunteer resources to deliver civilian training in conjunction with other initiatives so that Active Shooter training and resource development extends to non-governmental agencies and individuals.



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Active Shooter: What You Can Do



FEMA

Course Objectives

- Describe actions to take when confronted with:
 - An active shooter.
 - Law enforcement officers who are responding to the situation.
- Recognize potential workplace violence indicators.
- Describe actions to take to prevent and prepare for potential active shooter incidents.
- Describe how to manage the consequences of an active shooter incident.
- Consider existing physical plant security features and hardening of facilities against active shooter attacks and other unwanted intrusions.

Active Shooter Incidents

- Where we:
 - Shop
 - Exercise free speech
 - Learn
 - Work



About Active Shooter Incidents

- More frequent.
- Anger, revenge, ideology, untreated mental illness.

Employees can help prevent and prepare.



Active Shooter Situations



- Unpredictable.
- Evolve quickly.
- Continue until stopped by law enforcement, suicide, or intervention.

How To Respond

- Evacuate
- Hide Out
- Take Action



Respond

Evacuate (1 of 2)

- Have an escape route and plan in mind.
- Leave your belongings behind.
- Help others escape, if possible.
- Evacuate regardless of others.
- Warn/prevent individuals from entering.



Evacuate (2 of 2)

- Do not attempt to move wounded people.
- Keep your hands visible.
- Follow police instructions.
- Call 911 when safe.



**Why do police
need to see
your hands?**

Hide Out

Your hiding spot should:

- Be out of the active shooter's view.
- Provide protection if shots are fired.
- Not restrict options for movement.



Hide Out



Hide Out



Hide Out



Hide Out



Hide Out



Keeping Yourself Safe While Hiding



If the shooter is nearby:

- Lock the door.
- Hide behind large item (e.g., cabinet, desk).
- Silence cell phone/pager.
- Remain quiet.

Take Action



As an absolute last resort:

- Act as aggressively as possible.
- Improvise weapons and throw items.
- Yell.
- Commit to your actions.

Take Action



Take Action



Take Action



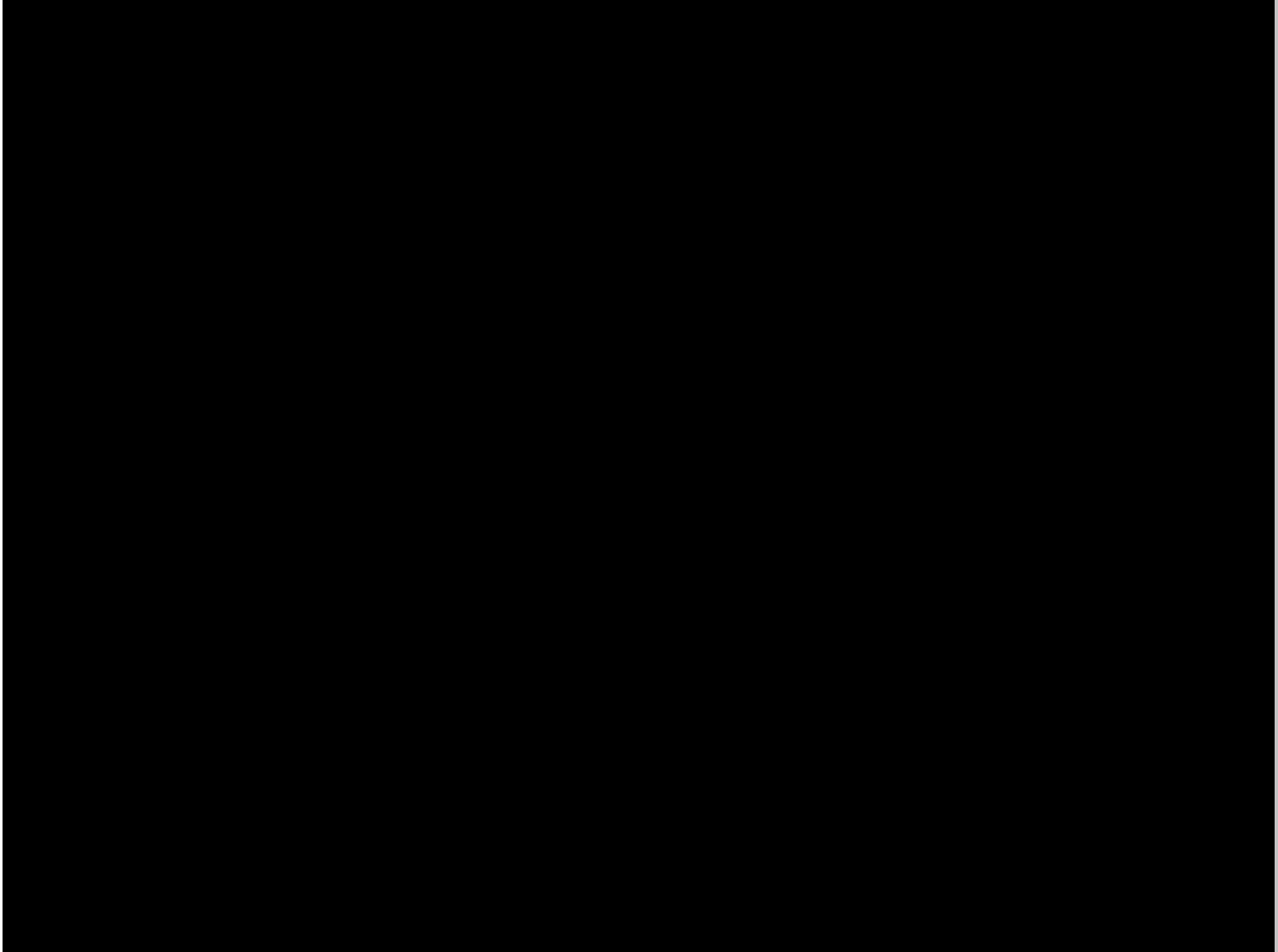
Take Action



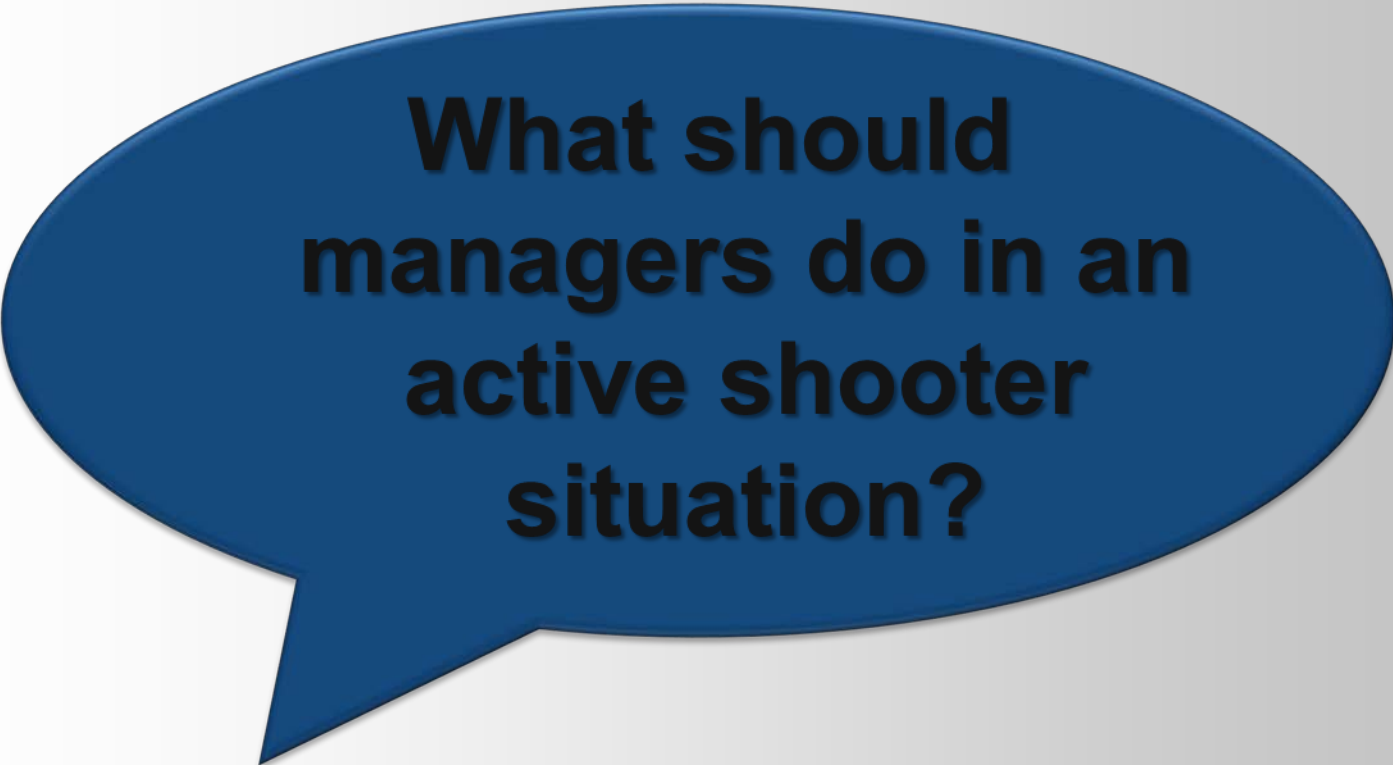
Take Action



Take Action




Discussion: Reaction of Managers



**What should
managers do in an
active shooter
situation?**

Discussion: When Law Enforcement Arrives



What actions should you take when law enforcement arrives?

Law Enforcement's Role

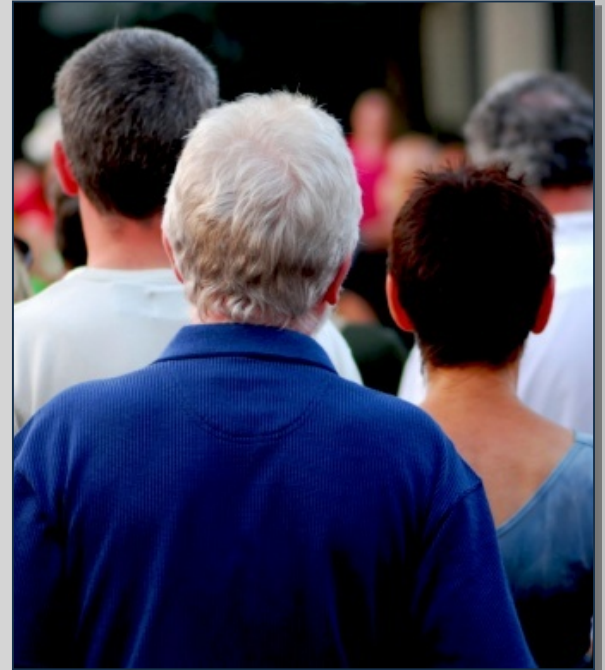
Immediate purpose:

- Stop the active shooter.
- Proceed to area where last shots heard.
- First priority is to eliminate the threat.
- Shout commands.
- Push individuals to the ground for their safety.

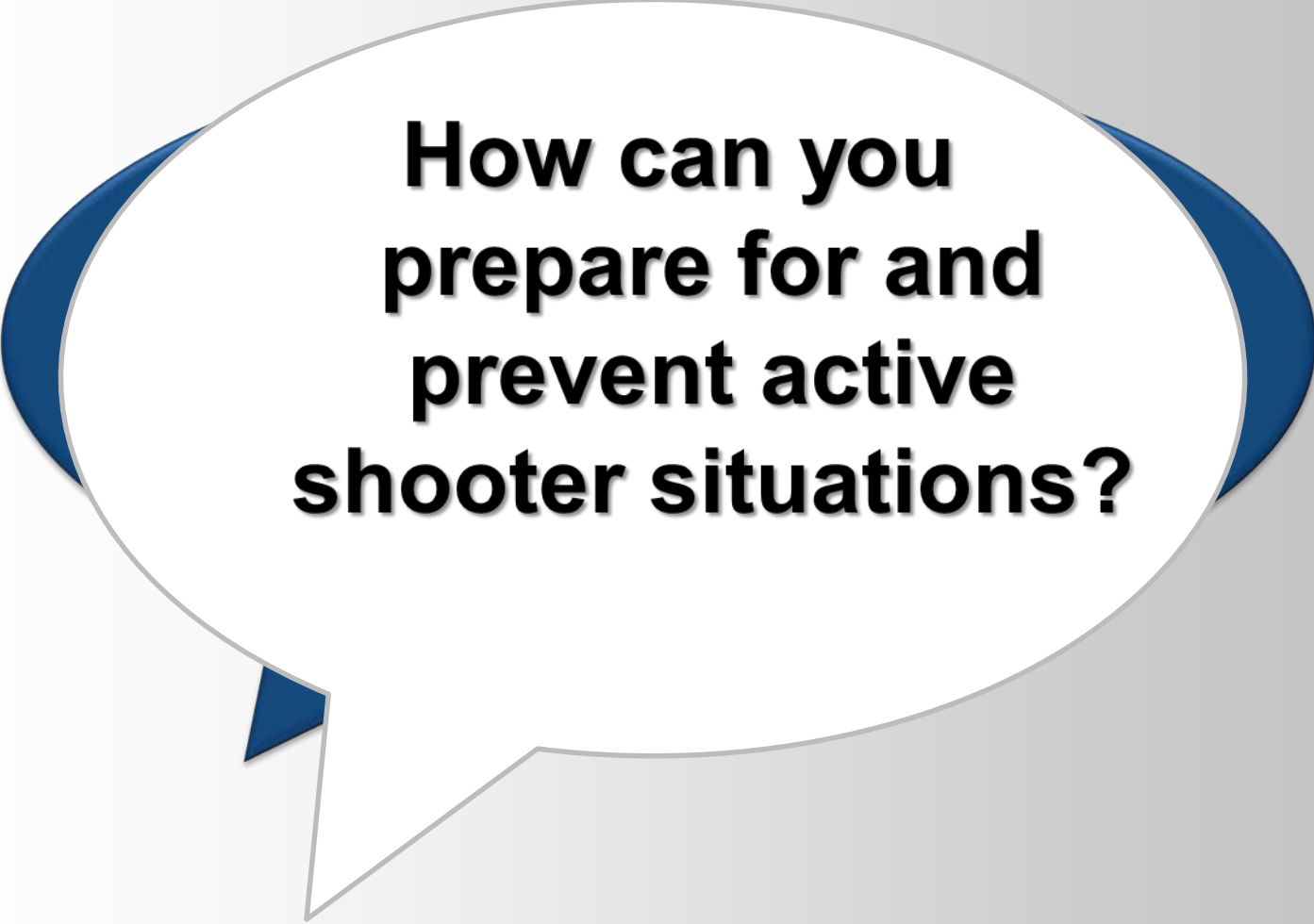


Reacting to Law Enforcement

- Remain calm.
- Put down any items.
- Raise hands and spread fingers.
- Avoid quick movements.
- Avoid pointing, screaming, or yelling.
- Proceed in direction from which officers are entering.



Discussion: Preparation



**How can you
prepare for and
prevent active
shooter situations?**

How To Prepare

- Develop an Emergency Action Plan.
- Conduct training.
- Recognize indicators of potential workplace violence.



Meet Everyone's Needs

Ensure that plans assess and provide for functional needs:

- Hearing or sight
- Mobility
- Limited or no English proficiency





Soft Targets

- What are soft targets?
 - Definition: Any facility, vehicle, or venue that offers little to no security measures to its personnel or the public
 - Schools are among the most vulnerable soft targets in the community because they:
 - Utilize multiple points of access
 - Have limited to no personal/vehicle searches
 - Lack hardened “safe zones” (securable rooms without windows)
 - Generally have limited video surveillance systems
 - **Do not routinely train and exercise for active shooter events or other emergencies (excluding fire drills)**
 - Have limited law enforcement or armed security personnel presence



Hard Targets

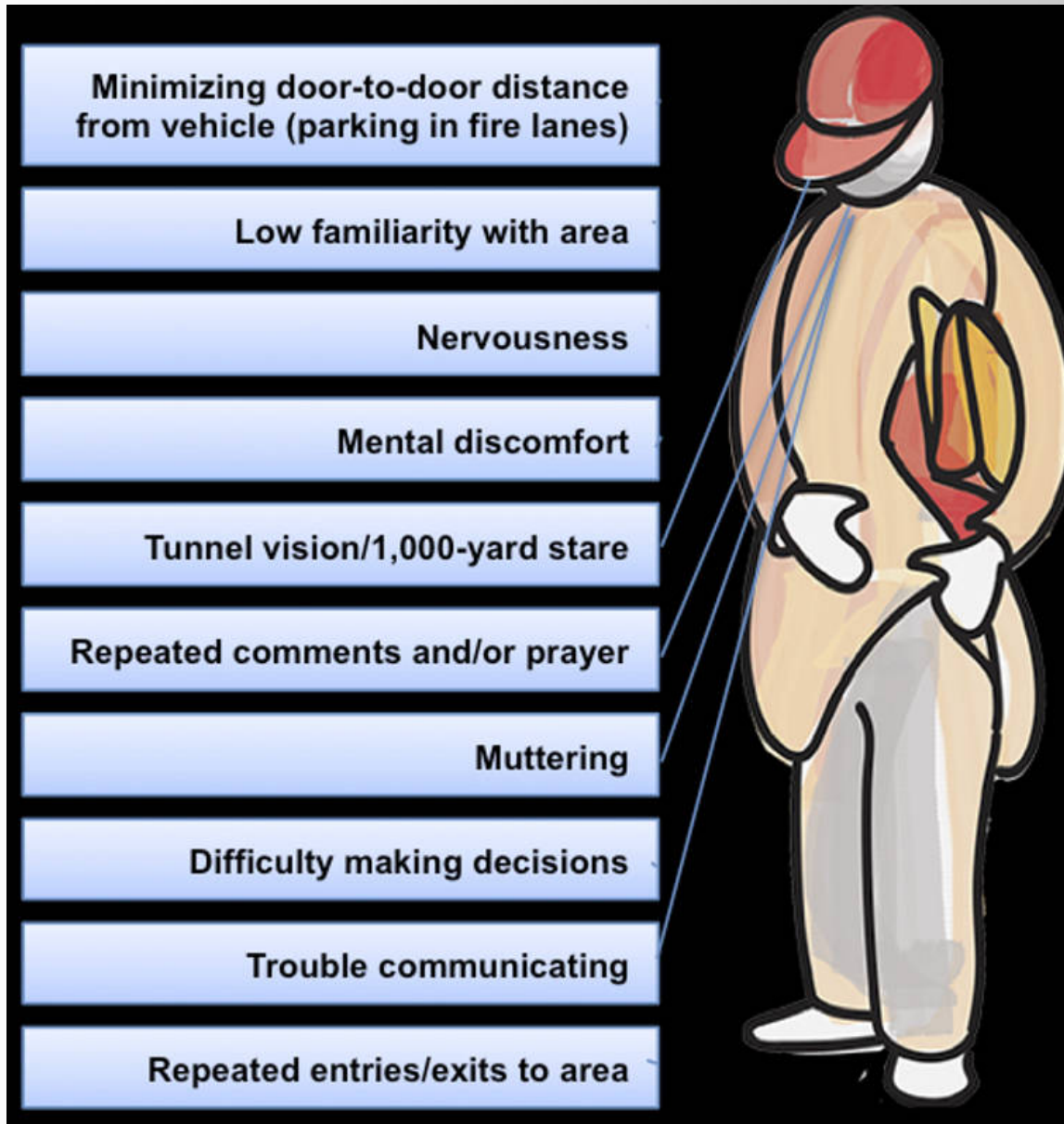
- In contrast, “hard targets” implement multiple layers of security measures to protect personnel and the public to include:
 - Perimeter fencing and closed-circuit security cameras
 - Multiple emergency communication systems (e.g. public announcement system, text alerts, etc...)
 - Physical barriers protecting critical nodes
 - Personal and/or vehicle searches (e.g. metal detectors at primary access point(s), restricted parking and vehicle searches)
 - Single point of access; access controls (e.g. authentication systems, card swipes, automatic exterior locking doors, restricted areas/safe zones)
 - Armed security personnel
 - Routinely exercised emergency planning policies

Recognizing Indicators of Violence



What were the indicators in the examples?

Recognizing Indicators of Violence



Conducting Training



Employee training should include:

- Identifying the sound of gunfire.
- Reacting quickly.
- Calling 911.
- Reacting when law enforcement arrives.
- Adopting a survival mindset during a crisis.

Recognizing Indicators of Violence



Workplace Violence Indicators

- No one “just snap”
- May be current or former employee.
- May display characteristics of potentially violent behavior.
- Conflicts with co-workers that go beyond mere disagreements.
- Anger Problem's
- Change in appearance /Personal Hygiene
- Talking about violence
- Suicide or Homicidal ideation
- Strange and aberrant behavior (Bully-like)
- Action out / Inappropriate responses
- Expressionless face
- Loner or isolationist behavior
- Emotional problems, mental health issues, and substance abuse.

Questions?

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Questions / Comments?

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