

ACTIVE SHOOTER PREPAREDNESS WEBINAR



Welcome & Introductions



Disclaimer

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Webinar Purpose

Recognition

understand the threat

Prevention

recognize, report, intervene

Preparedness

plan for response



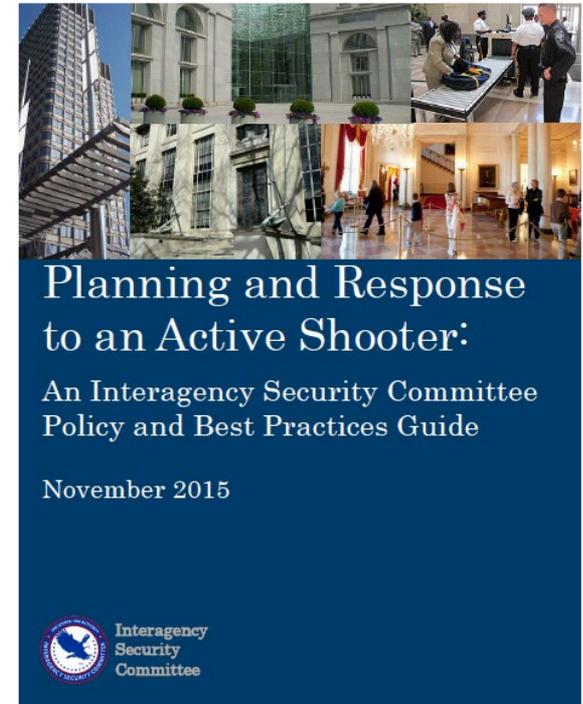
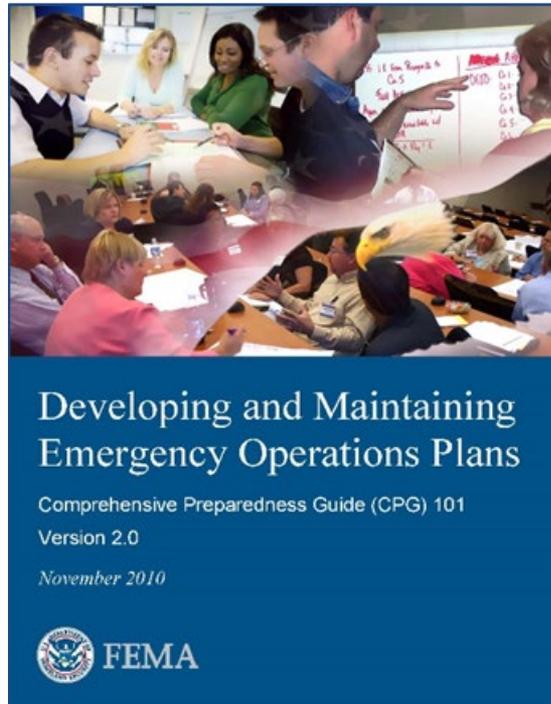
Purpose – Develop your plan



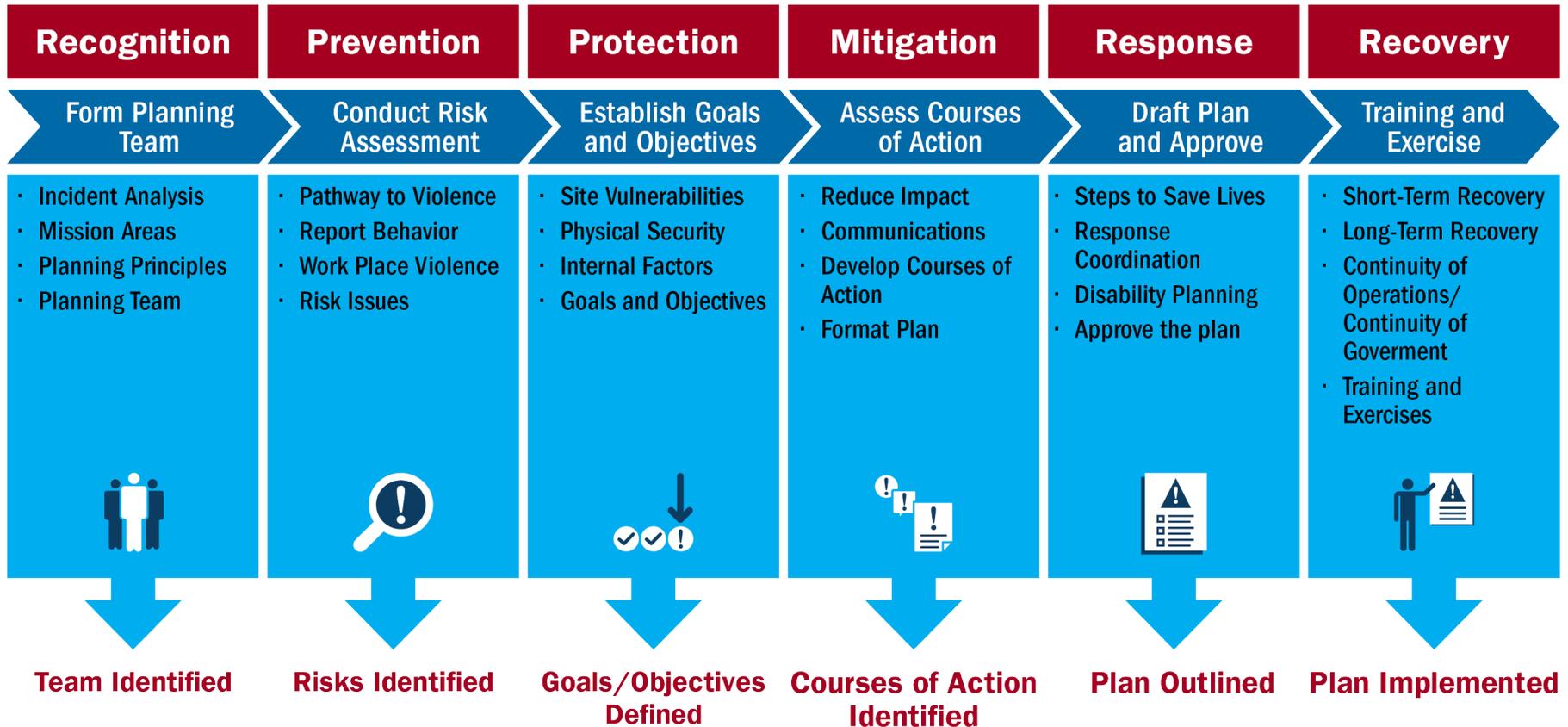
Active Shooter Preparedness Plan

A preparedness plan typically will address five areas:

- **Prevention**
- **Protection**
- **Mitigation**
- **Response**
- **Recovery**



Webinar Overview



Active Shooter

1 An individual engaged in killing or attempting to kill people in a populated area

2 There often is no pattern or method to their selection of victims

3 Most shootings are not classified as active shooter incidents

- Domestic Violence
- Drug Activity/Crimes
- Gang Activity
- Routine Criminal Incidents
- Terrorism



Active Shooter Timeline



1966 Texas Tower (Austin, TX)



1984 San Ysidro (San Diego, CA)



1999 Columbine H.S. (Littleton, CO)



2007 Virginia Tech (Blacksburg, VA)



2012 Aurora Theater (Aurora, CO)



2013 Navy Yard (Washington, DC)



2016 Kalamazoo (Kalamazoo, MI)



2017 Pulse Nightclub (Orlando, FL)



2017 Harvest Festival (Las Vegas, NV)



2018 Stoneman Douglas HS (Parkland, FL)



2018 Capital Gazette (Annapolis, MD)

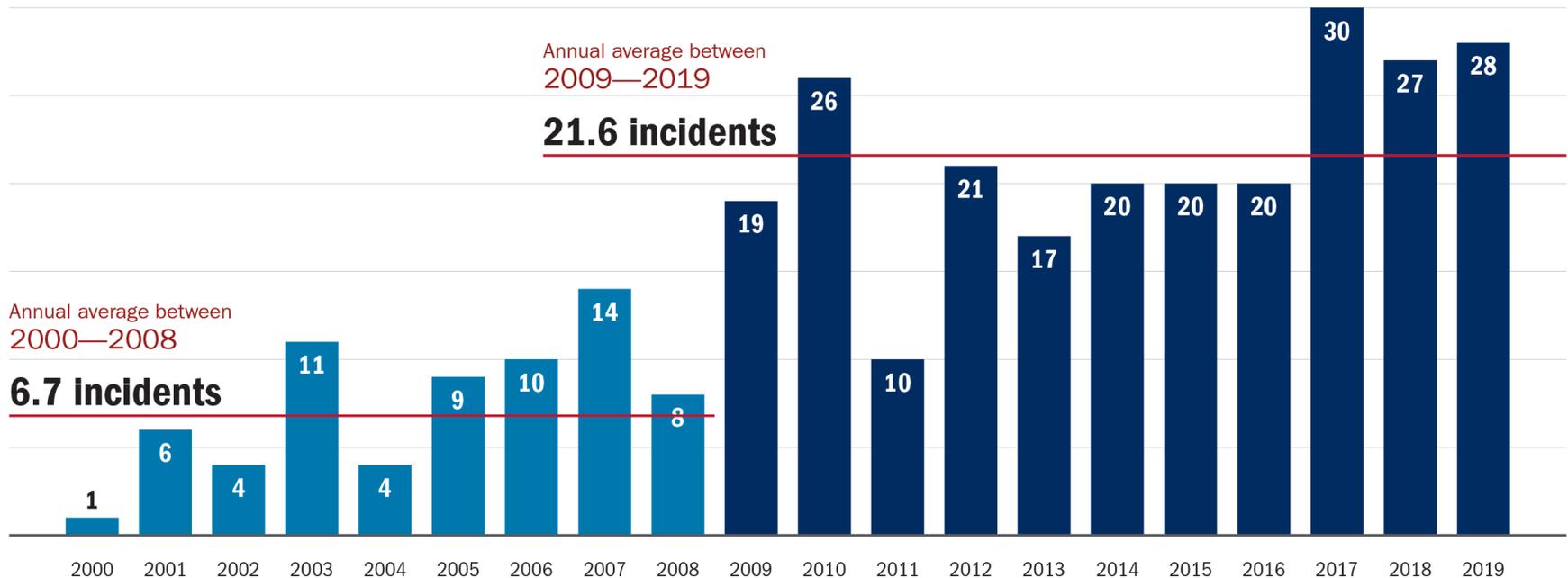


2018 Tree of Life Synagogue (Pittsburgh, PA)



Active Shooter Trends

Number of Attacks Are Increasing

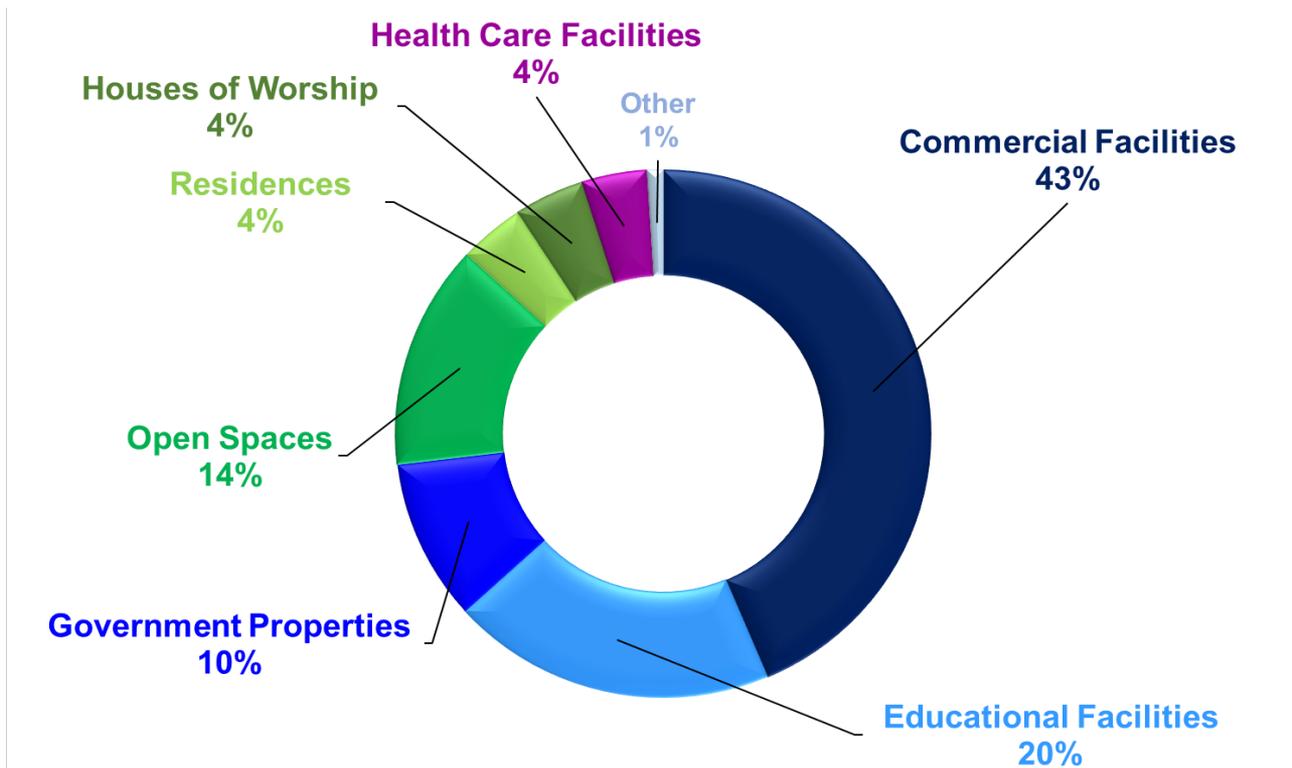


FBI Law Enforcement Bulletin. *Active Shooter Events from 2000 to 2013, Active Shooter Incidents in the United States in 2014, 2015, 2016 and 2017, 2018, 2019*



Incident Location Categories

A study of 305 Active Shooter Incidents in the U.S. between 2000 and 2019



FBI Law Enforcement Bulletin. *Active Shooter Events from 2000 to 2013, Active Shooter Incidents in the United States in 2014 and 2015, 2016 and 2017, 2018, 2019*

Preventing the Next Active Shooter

- Train employees to recognize behaviors on the **pathway to violence**.
- Instill a positive culture for reporting.
- Develop intervention capabilities.

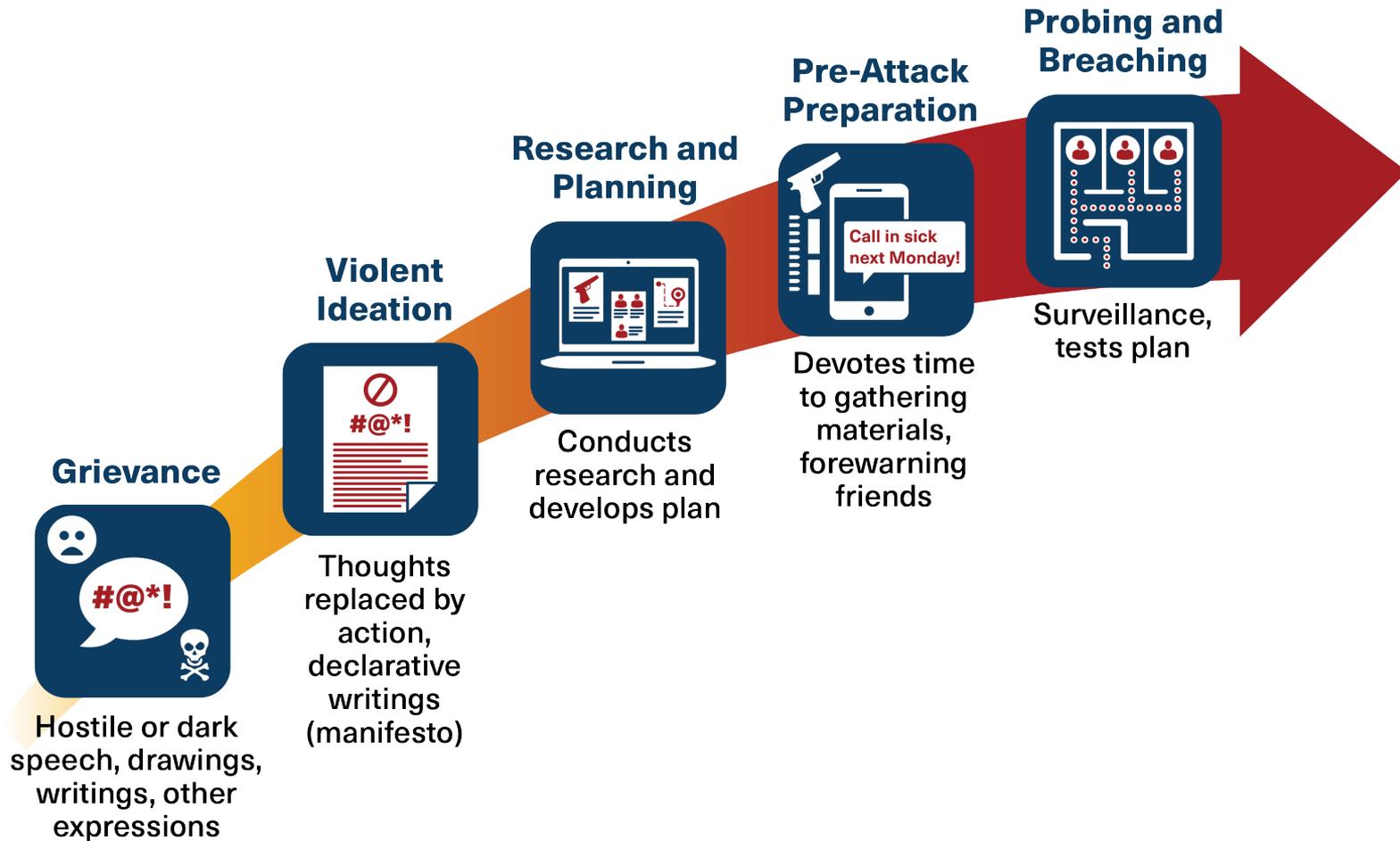
Awareness + Action = Prevention



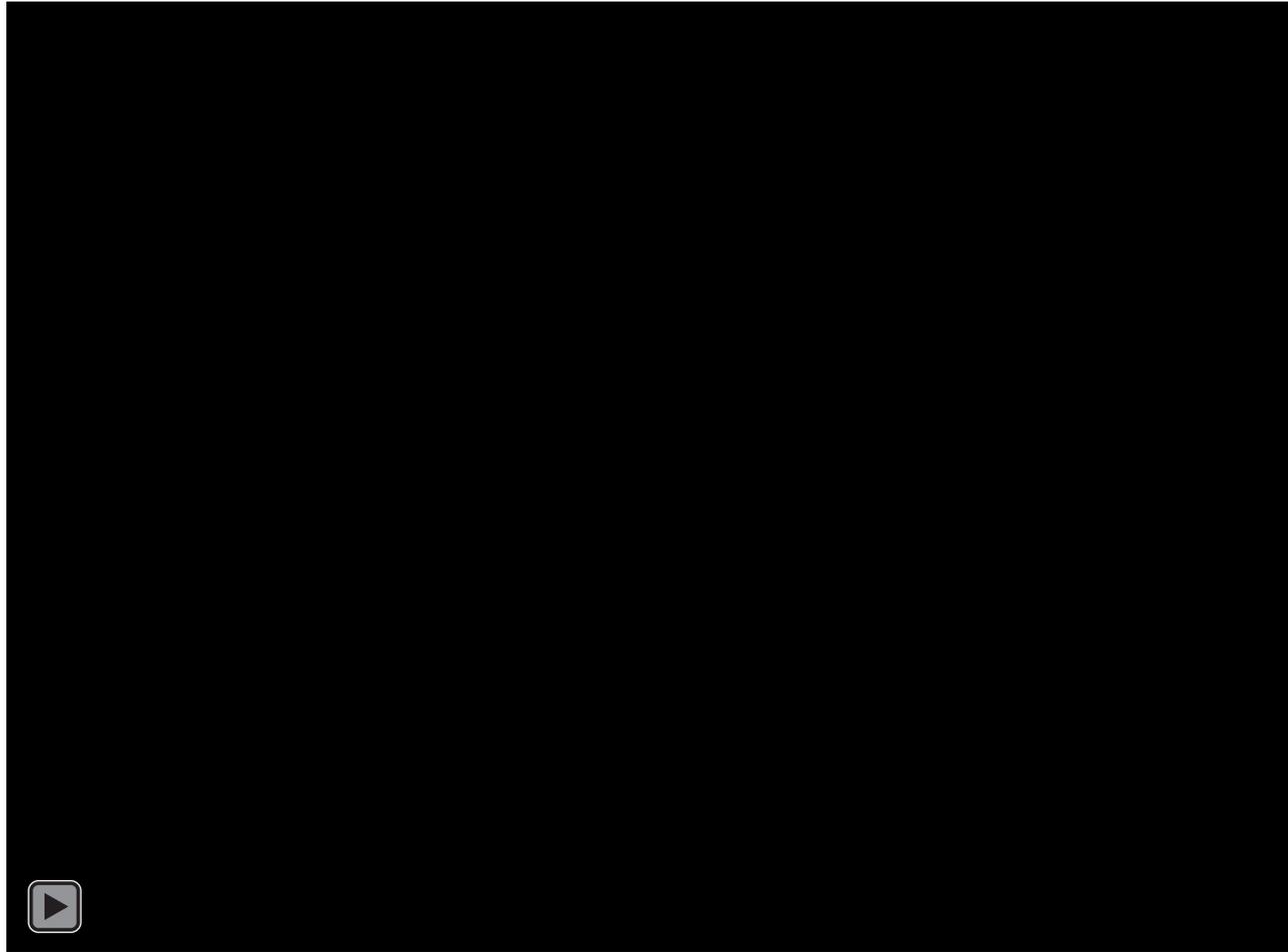
Behavioral Change Initiators



Pathway to Violence



Video: Pathway to Violence



Behavioral Indicators

Speech

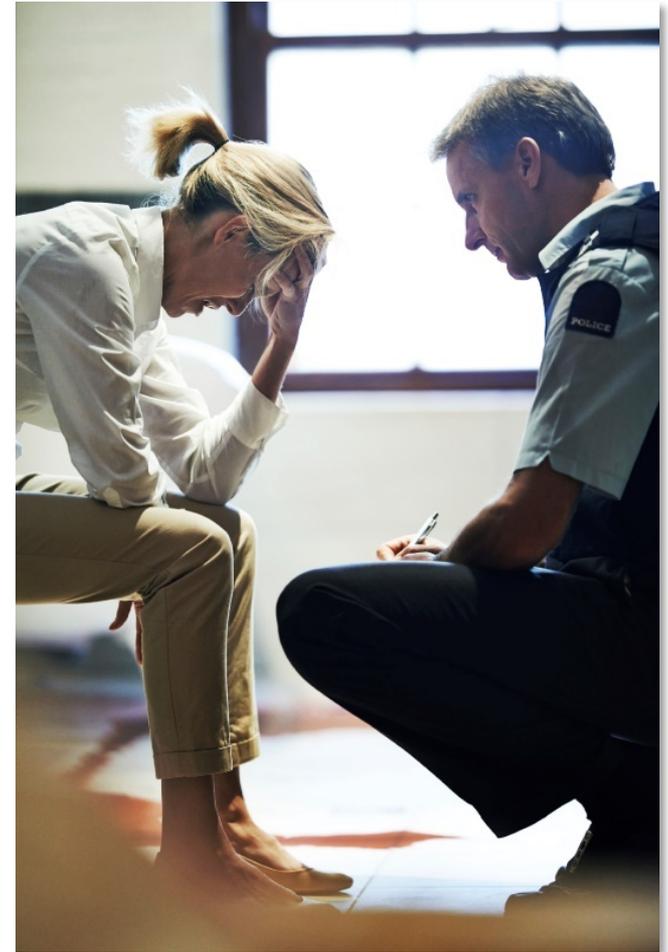
- Expression of suicidal tendencies
- Talking about previous violent incidents
- Unsolicited focus on dangerous weapons
- Paranoid thinking
- Overreaction to workplace changes

Feelings

- Depression or withdrawal
- Unstable, emotional responses
- Feeling either arrogant and supreme or powerless
- Intense anger or hostility

Behaviors

- Increased use of alcohol or drugs
- Violations of company policies
- Increased absenteeism
- Exploiting or blaming others



Assessment

-  Identify behaviors to enable early intervention
-  Notice an increase in intensity or “red flags”
-  Threat Assessment Teams conduct evaluations
-  Ongoing outreach and engagement



Threat Management Team

- Your team should align to company culture, structure, business, and characteristics
- Ensure a multi-disciplinary approach

Leverage organic and existing functions

Involve external resources on case-by-case basis

Gather information from trusted sources

For some entities of sufficient size, complexity, or risk, consider dedicated resources

- The “truth is out there” and can be ascertained through inclusion and before a totality assessment



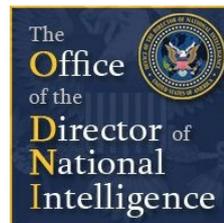
Intervention



Consider a range of passive and active strategies geared toward preventing insider threat actions



- Take no action
- Watch and wait
- Employee Assistance Program referral
- Drug and alcohol testing
- Performance assessment
- Medical attention or counseling
- Third party monitoring
- Interview with supervisor and coworkers
- Direct interview
- Monitoring and investigating – employee records, social media, computer/network activity
- Physical/information security measures
- Violence risk assessment
- Target risk reduction
- Administrative actions – disciplinary leave, reassignment, safe termination
- Law enforcement involvement
- Legal actions (civil or criminal)



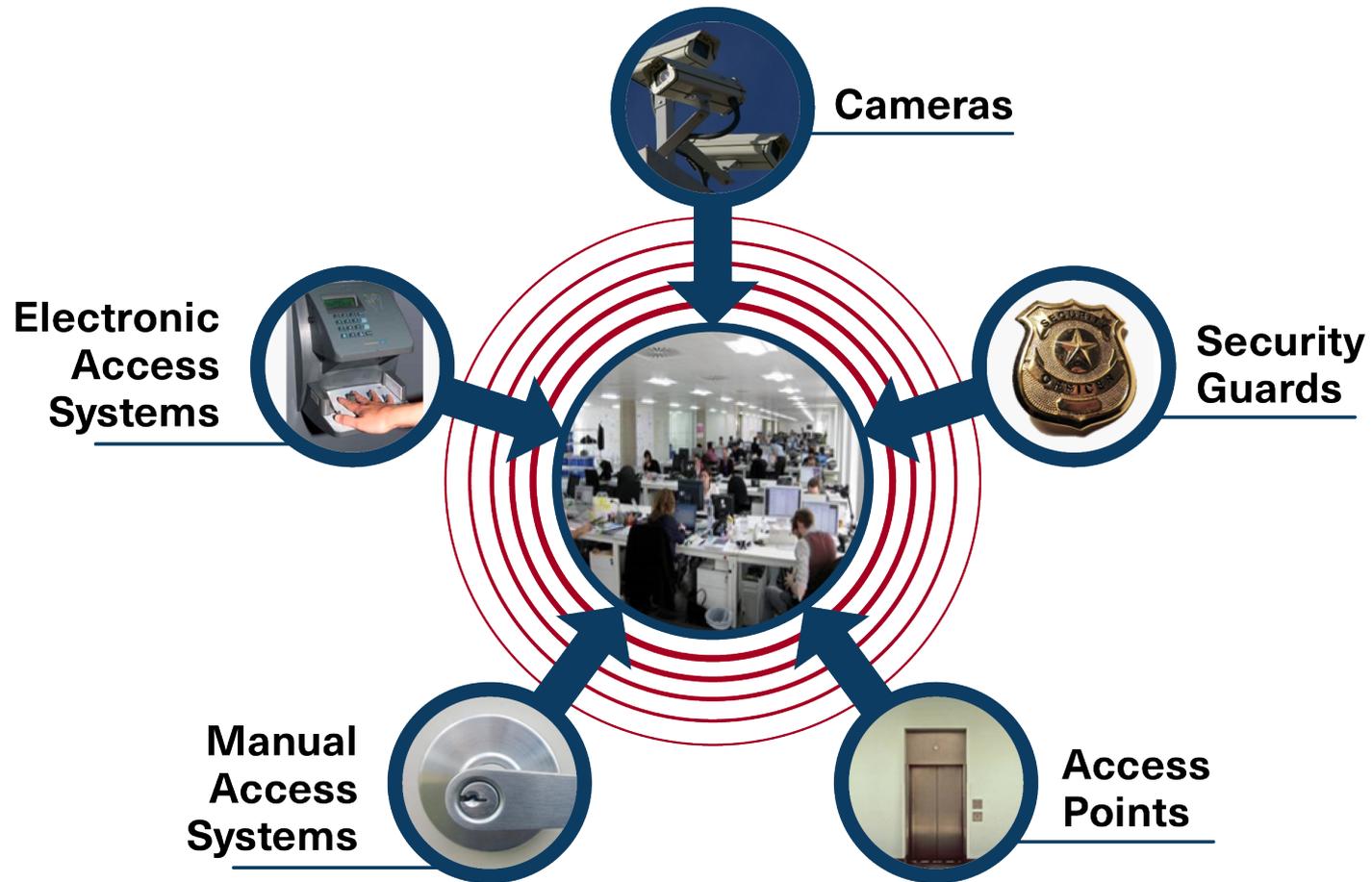
Protective Measures

Protection

- Evaluate security options appropriate for the occupancy
- Consider how building design affects planning
- Determine the policies and procedures necessary to secure the organization and its stakeholders against an active shooter



Layered Security Measures



Protection & Security

- Incidents occur at both secured and open facilities.
- Physical security alone does not provide protection.
- Camera systems may not deter active shooters.
- Physical security needs to be paired with appropriate policies and procedures.
- Armed (vs. unarmed) guards are present.
- Building design plays a role in response to an incident.

