



Active Shooter Response Executive Summary - Staff Development

Statistics

- The FBI defines an active shooter as one or more individuals actively engaged in killing or attempting to kill people in a populated area. The active aspect of the definition inherently implies that both law enforcement personnel and **citizens have the potential to affect the outcome of the event based upon their responses to the situation.**
- The number of mass shootings around the country in 2018 continues to climb. According to a report by the FBI, there were 27 Active Shooter Incidences in 2018, 5 of which ended when a citizen stopped the shooter.
- According to the Washington post, 2018 has been deadlier for schoolchildren than deployed service members.
- Numerous organizations including the US Department of Homeland Security, the US Department of Education, the New York Police Department (NYPD) and the International Association of Chiefs of Police (IACP) agree that a one-option approach (i.e. lockdown) is not sufficient. Staff and Employees need to have multiple options at their disposal (Run, Hide, Fight, etc.).

Top 5 Deadliest U.S. Mass Shootings

- Las Vegas Shooting - October 1, 2017 - 58 killed, 527 wounded. Shooter committed suicide.
- Pulse Nightclub, Orlando FL. - June 12, 2016 - 49 killed 58 wounded. Police killed shooter.
- Virginia Tech in Blacksburg VA. - April 16, 2007 - 33 killed 23 wounded, shooter committed suicide.
- Sandy Hook, Newtown, CT - Dec. 14, 2012 - 26 killed 2 wounded, shooter committed suicide.
- Southerland Springs Church, Southerland Springs, Texas - Nov. 5, 2017 - 25 killed, 20 wounded, shooter found dead after brief chase by bystanders.
- Luby's Cafeteria, Killeen, TX - Oct. 16, 1991 - 23 killed 27 wounded, shooter committed suicide.

Plan of Action Needed

The FBI says that the generally agreed upon definition of an active shooter situation is “an individual actively engaged in killing or attempting to kill people in a confined and populated area.” “Unlike a defined crime, such as a murder or mass killing, the active aspect inherently implies that both law enforcement personnel AND citizens have the potential to affect the outcome of the event based upon their responses,” the FBI said in a 2013 study of active shooter incidents.

Schools must become pro-active, not reactive, in making staff and employees aware of key principles that will empower them to make life-saving decisions in the heat of the moment that will buy time and save lives.



Preventing an active shooter situation is impossible. There is no demographic or profile that will predict where the next situation might occur. However, when lightning strikes, your employees must be able to respond with simple steps to keep themselves safe. It requires building a culture of people who have a mental awareness of their surroundings and clearly defined action steps. Properly training employees is a necessary component in empowering them to know what to do.

Common sense is not common knowledge. The body cannot go where the mind has never been. All we need to be able to do is buy time before first responders arrive to end the situation. How do you properly break a window? How do you barricade a door that swings into the hallway? Entirely possible and easy to do, but it simply requires training.

We can't stop a lawsuit from arriving after an active situation occurs. However, by having a plan in place and making training available to employees, the risk associated with a lawsuit is mitigated.

This cutting-edge, violence-saturated world that we now live in has created problems and pains that we have never had to deal with in previous generations. We must respond with cutting-edge, dynamic solutions in order to mitigate our risk associated with these problems.

These principles are *life principles* that every person needs to know for the rest of their lives.

The following items have been specifically designed by our company to facilitate a culture shift for your organization as you seek to address these issues.

Learning Objectives:

- Experience just how effective one's actions can be in an active shooter event.
- Learn how to plan and implement survival techniques in the office without scaring the staff.
- Identify what actions saved the lives of victims in past shootings.
- Prepare mentally and physically for an active attack through scripting and practicing.
- Recognize the FBI's recommended principals for survival Run(Avoid), Hide(Deny), Fight(Defend).

Implementation

Training lasts approximately 90 minutes. It is vitally important that training be held as mandatory to ensure all employees gain the same awareness and understanding so that it is a unified effort if this nightmare situation should ever occur.

Additionally, new employee training, refresher courses, and our proactive curriculum are recommended.