

Gloucester County Active Shooter Employee Training

Gloucester County Sheriff's Office JULY, 2016

Sheriff Carmel Morina

**Prepared by
LT H. Richmond**

Notice of Confidentiality: This document is intended only for the use of the individual(s) or entity to which it is provided and contains information that maybe privileged, confidential, and exempt from disclosure under applicable law. If the viewer of this document is not the intended recipient, you are hereby notified that any dissemination, distribution, or copying of this document is strictly prohibited without the written permission of the originating agency. If you have received this document in error, please notify the above individual immediately and destroy all copies.

Agenda

- Purpose for training.
- Defining an active shooter / threat.
- Statistics (Case studies)
- Preparing for a threat.
- What to expect in an AS/AT event?
- What to do in an AS/AT Situation?
 - LEO response.
 - AS Video (LACSD)
 - Questions.

PURPOSE

The purpose of this training is to familiarize the recipient(s) with basic information on Active Shooter / Active Threat (AS/AT) risks and current best practices for responding to and surviving an event.

Defining and Active Shooter or Active Threat (AS/AT)

What is an Active Shooter / Active Threat

A person or persons killing or attempting to kill people in a confined populated area.

Identifying the threat

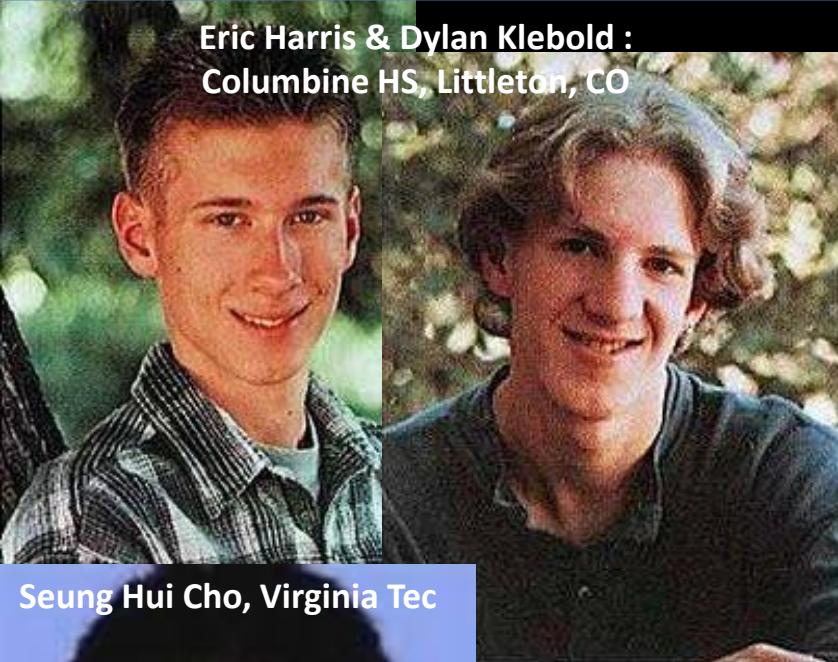
Q1: What does an active shooter look like?

Q2: What are their characteristics?

Q3: Can we identify an active shooter based on appearance?

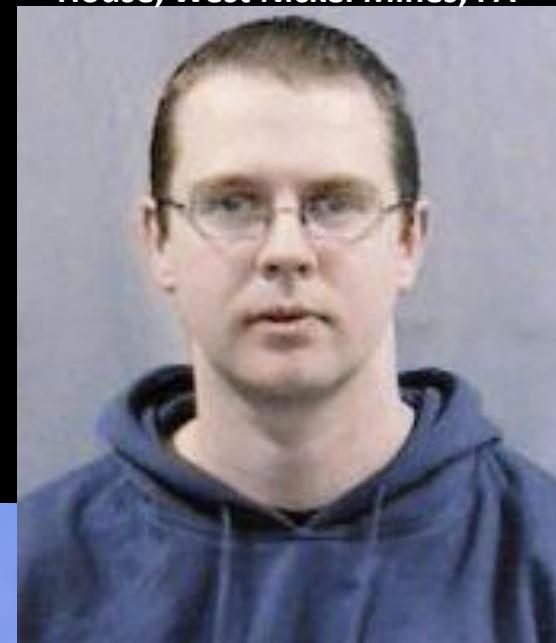
Active Shooters

Eric Harris & Dylan Klebold :
Columbine HS, Littleton, CO



Seung Hui Cho, Virginia Tech

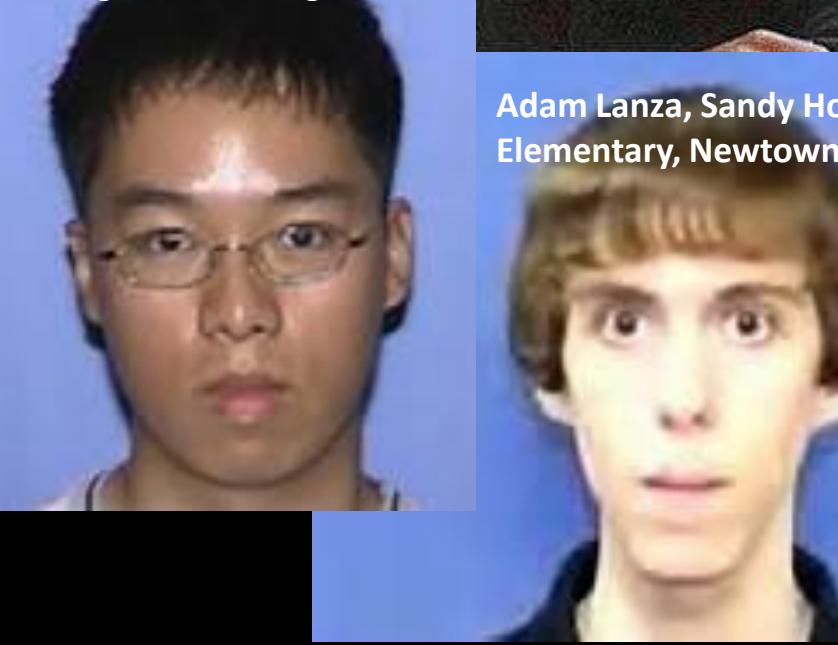
Charles Carl Roberts, Amish School House, West Nickel Mines, PA



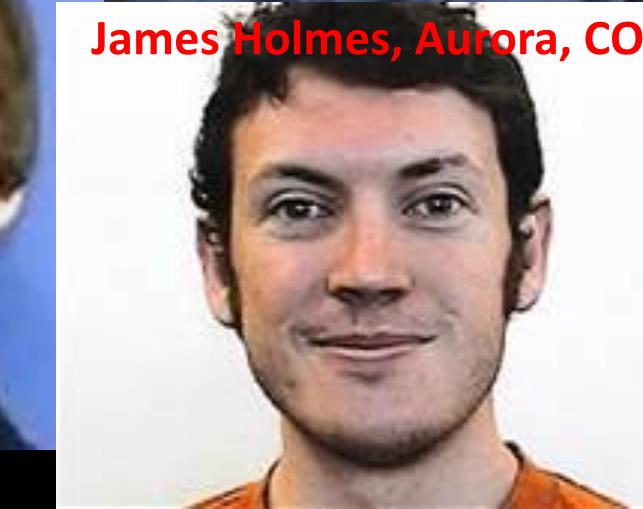
Ivan Lopez & Nadal Malik Hasan, Fort Hood



Adam Lanza, Sandy Hook Elementary, Newtown, CT



James Holmes, Aurora, CO



Threat Analysis

POTENTIAL ACTORS (AS/AT)

- **Disgruntled Person(s):** Angry or dissatisfied persons represent the most likely threat. *Limited knowledge of facility or operations.*
- **Employee(s):** Less likely but more dangerous. *Have significant knowledge of facility and all operations.*
- **Terrorist(s):** Domestic or foreign single actors or groups most dangerous threat (Unlikely). *Usually well trained and prepared.*

LIKELY TARGETS (Victims)

- **General:** Actor is determined to take vengeance on the government office or system making a public statement. Targeting is generally all inclusive.
- **Staff:** As primary litigant contacts, staff members can be the focal point of anger. Internal staff issues also represent a source for targeting.
- **Other customers:** The actor may be targeting other customers with whom they have common business with the department.

Threat Analysis

Generally speaking:

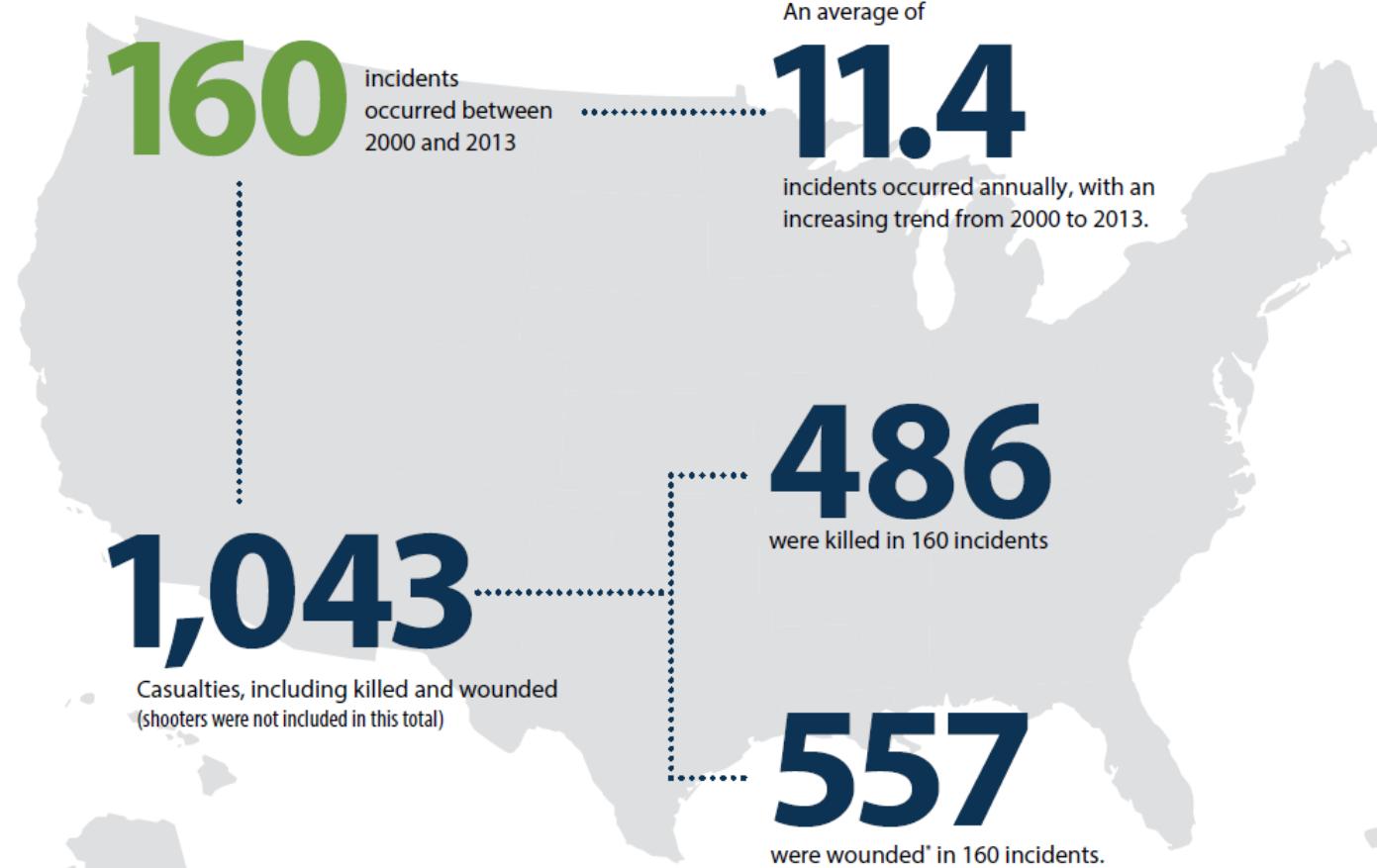
- Active shooters know they have limited time to achieve their goals. They will seek easy targets of opportunity.
- If you are harder to see and/or harder to hit you will be safer.

Statistics: History and analysis of Active Shooter Events (2000-2013)

Active Shooter Events 2000-2013

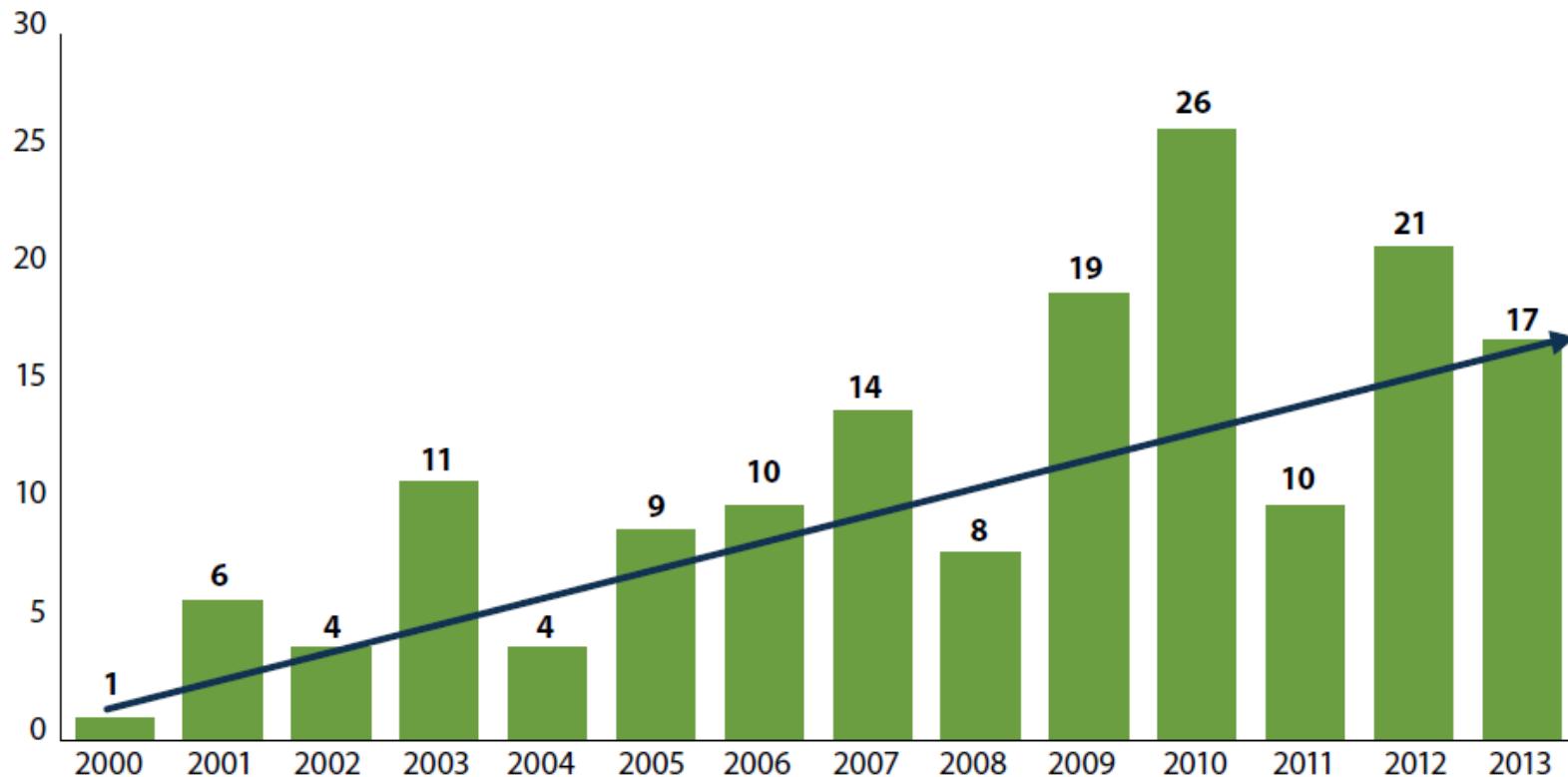
Snapshot

The following characteristics of the 160 active shooter incidents identified between 2000 and 2013 are noted:



Incidents Annually (2000-2013)

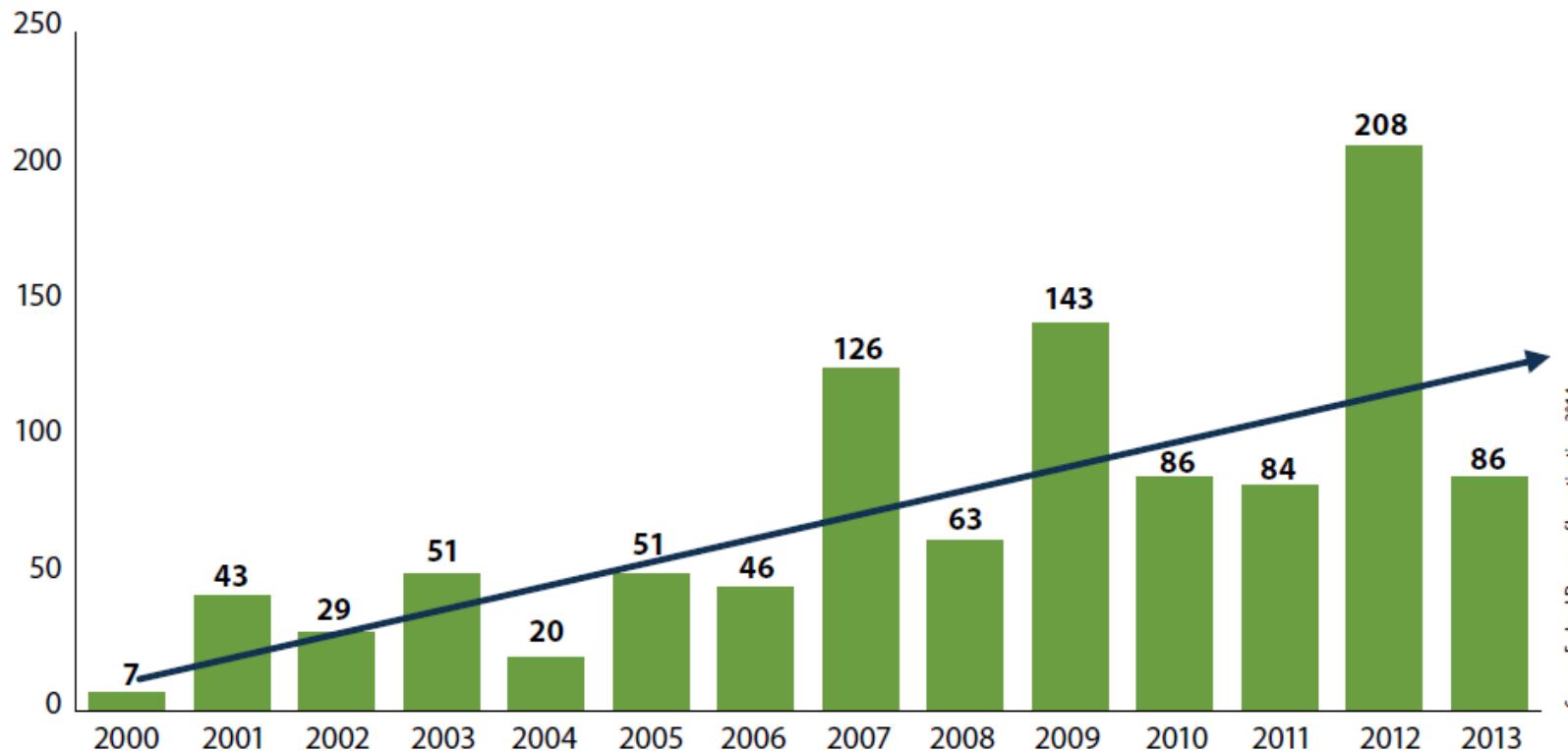
A Study of 160 Active Shooter Incidents in the United States Between 2000 - 2013:
Incidents Annually



17 In 6 incidents (and, in addition, at least 4 schools), officers were on the scene when the shooting began.

Annual Casualties (2000-2013)

A Study of 160 Active Shooter Incidents in the United States Between 2000 - 2013:
Annual Totals of 1,043 Casualties

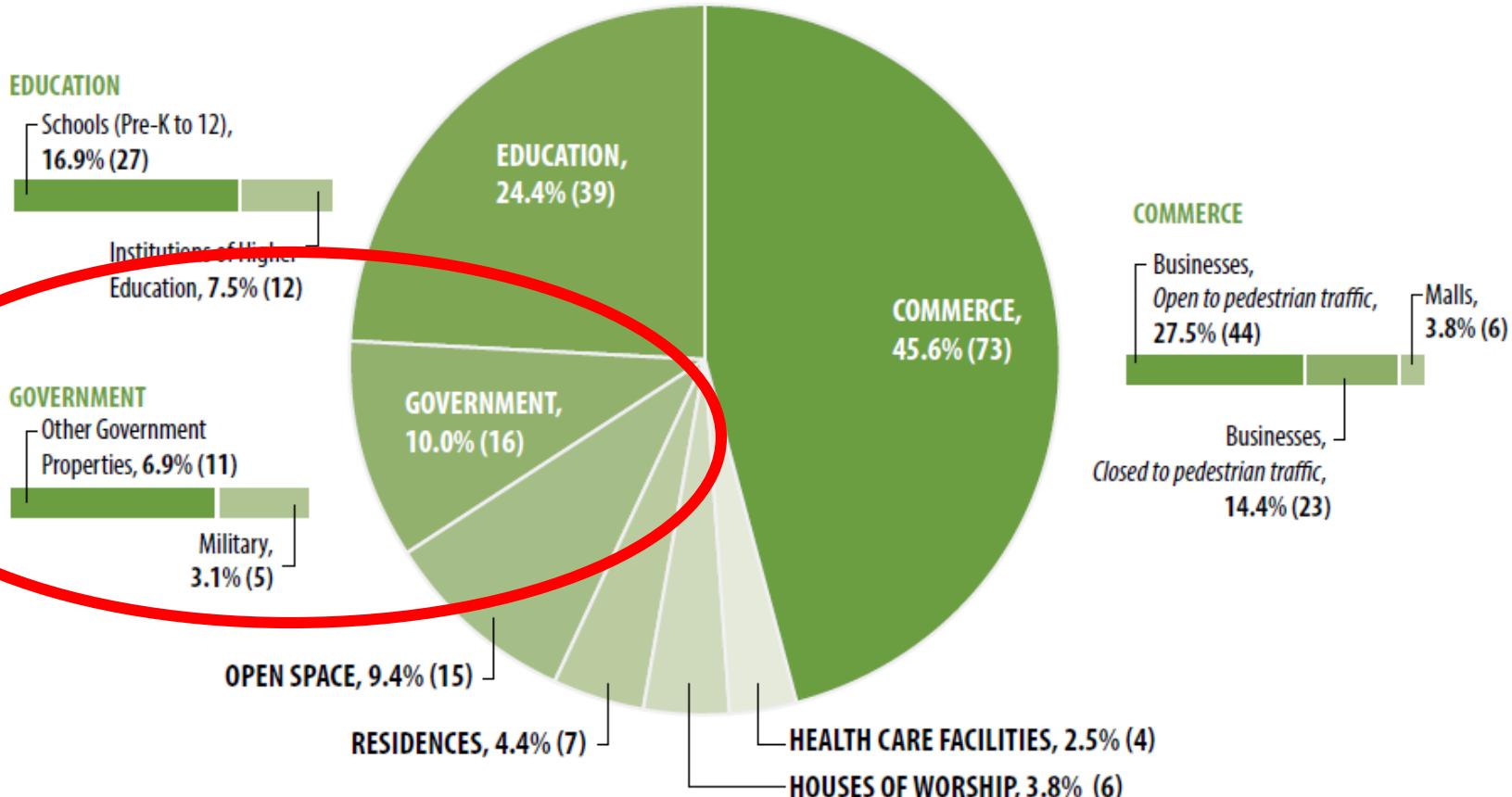


18 According to the 2007 National Crime Victimization Survey, 53.4% of the time, law enforcement was able to respond to a reported violent crime in less than 10 minutes. Bureau of Justice, National Crime Victimization Survey, Criminal Victimization in the United States, 2007 Statistical Tables, February 2010.

19 Investigative Assistance for Violent Crimes Act of 2012, 28 USC 530C(b)(1)(M)(i).

Incident Locations

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



Source: Federal Bureau of Investigation, 2014

Relevant Case Studies

Lloyd D. George Federal Courthouse

- January 4, 2010, Las Vegas, NV
- Johnny Lee Wicks (66) opens fire with shotgun in lobby. 1 killed, 1 injured.
- Shot and killed by Police as he attempted to flee.
- WHY was he there?
- Filed lawsuit against Social Security over reduction of benefits.

Wilmington Courthouse, DE

- February 11, 2013
- Thomas Matusiewicz opens fire in lobby of courthouse killing former daughter-in-law and her neighbor.
- Also wounds 1 Capitol Police Officer and a Court attendant.
- Dies of wounds sustained during gunfight with Capitol Police.
- WHY was he there?
- Was in court with son for child custody case.

Preparing for an AS/AT event

What can you do to prepare?

- Site analysis.
- Threat analysis (preliminary and ongoing).
- Notification plan.
- Evacuation routes and rally points.
- Pre-identified shelter locations.
- Emergency AS/AT bags.
- Training.
- Emergency quick reference cards.



EMERGENCY:
DIAL 911

If you.....

See a MEDICAL EMERGENCY,

- Call 911, (Dispatch will notify local PD and Sheriff).
- Assure the person help is on the way.
- Do not attempt to move unless necessary for safety.
- If trained, provide first aid.

See FIRE or SMOKE,

- Activate nearest fire pull station.
- If possible, call 911 and provide information.
- Follow building evacuation guidelines.

Observe a POWER OUTAGE,

- Notify supervisor.
- Turn off electrical equipment and move to lighted area.
- If people are trapped in elevator, call 911.

Observe a GAS LEAK or CHEMICAL HAZARD,

- Call 911, do not pull fire pull station alarm.
- Do not touch electrical switches or equipment.
- Limit exposure/inhalation of fumes.
- Do not touch substances, Alert others.
- Follow evacuation instructions.
- If exposed, immediately flush area with water and wash with soap. Seek medical attention.

See a SUSPICIOUS PACKAGE or OBJECT,

- Do not touch or disturb, move to a safe distance.
- Call 911, provide information.
- Keep others away and evacuate.

Witness a SUSPICIOUS PERSON or CRIME,

- Call 911 provide specific information.
- Do not approach or interact with suspect.
- Take only actions necessary for self-defense.

Encounter a victim of SEXUAL ASSAULT,

- Get victim to a safe place, call 911.
- Reassure victim; do not allow to eat, drink, wash or change clothes before emergency personnel arrive.

Encounter a PERSON IN EMOTIONAL CRISIS,

- Call 911, provide information, and try to calm person.
- Do not put yourself or others in harm's way.

Encounter an ACTIVE SHOOTER,

- Get to safe location, call 911.
- Follow Active Shooter response plan.

Receive a BOMB THREAT,

- If contacted, complete bomb threat card (see back).
- Call 911, provide information.
- Do not activate fire alarm system, turn off cell phones
- Advise others and follow evacuation plan.

Non-Emergency:
Sheriff's Office 384-4600

In the event of.....

GENERAL BUILDING or FIRE EVACUATION,

- Follow specified instructions.
- If readily available, collect personal items.
- Evacuate by safest route, do not use elevators.
- Move to designated employee rally point, follow reporting plan for accountability.
- Do not remain in building unless directed to do so
- Do not go back for personal items or re-enter building once vacated.
- If unable to evacuate, move to designated safe area or as far away from threat as possible, call 911 and advise of location.

SEVERE WEATHER ALERT,

- Follow specified instruction.
- Move away from windows, close doors.
- Turn off electronic equipment and secure loose items.
- For injuries or severe damage, call 911.

ACTIVE SHOOTER,

- If exposed to shooter, seek cover and/or concealment.
- Call 911, provide information on threats.
- Follow EOP; shelter in place OR attempt to evacuate.
- IF SHELTERING-IN-PLACE; barricade in secure location, attempt to make your location look unoccupied, Turn off lights and silence cell phones.
- Remain calm and await rescue, prepare to fight if necessary.
- IF EVACUATING; move away from the threat, use cover and concealment, get to safe location.

BOMB THREAT,

- Do not touch electronics or use phones/cell phones, leave everything as is.
- Follow building evacuation guidelines.
- Move to specified rally point, report to floor CPT for accountability.

ESCAPED PRISONER,

- Building will go into lock-down.
- Move to a secure location, shelter-in-place.
- Remain calm and await law enforcement personnel instructions.



QUESTIONS TO ASK:

1. When is bomb going to explode?
2. Where is it right now?
3. What does it look like?
4. What kind of bomb is it?
5. What will cause it to explode?
6. Did you place the bomb?
7. Why?
8. What is your address?
9. What is your name?

EXACT WORDING OF THE THREAT:

“
_____”

Sex of the caller ►

Race of the caller ►

Age of the caller ►

Length of call ►

Number at which ►
call is received

Time ►

Date ►

CALLER'S VOICE:

<input type="checkbox"/> Calm	<input type="checkbox"/> Loud	<input type="checkbox"/> Nasal	<input type="checkbox"/> Clearing throat
<input type="checkbox"/> Angry	<input type="checkbox"/> Laughter	<input type="checkbox"/> Stutter	<input type="checkbox"/> Deep breathing
<input type="checkbox"/> Excited	<input type="checkbox"/> Crying	<input type="checkbox"/> Lisp	<input type="checkbox"/> Cracking voice
<input type="checkbox"/> Slow	<input type="checkbox"/> Normal	<input type="checkbox"/> Raspy	<input type="checkbox"/> Disguise
<input type="checkbox"/> Rapid	<input type="checkbox"/> Distinct	<input type="checkbox"/> Deep	<input type="checkbox"/> Accent
<input type="checkbox"/> Soft	<input type="checkbox"/> Slurred	<input type="checkbox"/> Ragged	<input type="checkbox"/> Whispered
<input type="checkbox"/> Familiar - Who did it sound like? ►			

BACKGROUND SOUNDS:

<input type="checkbox"/> Street noises	<input type="checkbox"/> Crockery	<input type="checkbox"/> Animal noises	<input type="checkbox"/> Factory machinery
<input type="checkbox"/> Voices	<input type="checkbox"/> PA System	<input type="checkbox"/> Clear	<input type="checkbox"/> Static
<input type="checkbox"/> Music	<input type="checkbox"/> House noises	<input type="checkbox"/> Local	<input type="checkbox"/> Long distance
<input type="checkbox"/> Motor	<input type="checkbox"/> Office machinery	<input type="checkbox"/> Booth	<input type="checkbox"/> Disguise
<input type="checkbox"/> Other ►			

THREAT LANGUAGE

<input type="checkbox"/> Well spoken (educated)	<input type="checkbox"/> Incoherent
<input type="checkbox"/> Foul	<input type="checkbox"/> Taped
<input type="checkbox"/> Irrational	<input type="checkbox"/> Message read by threat maker

REMARKS:

REPORT CALL IMMEDIATELY TO YOUR BUILDING ADMINISTRATOR ►

Your Name ► Position ►

What will happen in an Active Shooter Situation?

What to expect?

Initially	Follow -on
<ul style="list-style-type: none">• <i>Loud noises</i>• <i>Gun shots / explosion</i>• <i>People running and screaming</i>• <i>Fear, Panic, confusion</i>• <i>Injured persons</i>• <i>Blood</i>• <i>Dead bodies</i>	<ul style="list-style-type: none">• <i>Sirens</i>• <i>Bullhorn/PA systems</i>• <i>LEO in tactical gear with rifles</i>• <i>LEO bypassing the injured</i>• <i>Irrational behavior and symptoms of shock</i>

What to do?

- ***Try to Remain Calm,***
- Seek cover and / or concealment,
- Assess the threat and your environment,
- Determine what you can do to survive:
 - **Evacuate**
 - **Shelter in Place**
 - **FIGHT**
- If you can, help others.

Evacuate (RUN)

- Leave everything behind (bags, etc.),
- Try to identify the threat location / direction,
- Move as fast as possible away from the threat. Go to the nearest exit,
- Use cover / concealment as you move,
- Go to evacuation site, *(Cover / Concealment)*
- Remember, everyone is a potential threat to Law Enforcement. Do not rush at Officers, keep hands visible at all times.

Sheltering in Place (HIDE)

- **Solidify entry point:**
 - Lock the door,
 - Barricade doors with additional items (desk, cabinets, door wedges, etc.).
- **Look for potential weapons:** Anything
- **Make the room appear vacant:**
 - Close blinds, cover windows,
 - Turn off lights and electronics,
 - Silence cellphones.
- **Shelter away from door/windows (*out of view*)**
- **Do not open door!** *Remain calm.*

FIGHT

- If the threat is still actively attacking, and you have no other option for survival.....

ATTACK !

- Work together to overwhelm the threat.
- Anything can be a weapon.
- Focus on the threats ability to:
 - **SEE, BREATH, CONTROL THEIR WEAPON.**
- Be decisive and use violence of action to stop and / or subdue the threat.

If you are trapped with Suspect...

- If the shooter is NOT actively killing;
 - Remain calm and comply with demands,
 - DO NOT do anything to provoke them,
 - DO NOT give the suspect any indication that police are nearby,
 - If possible, leave an open phone line to control or 911 and hide the phone,
- If the suspect begins to shoot, YOU NEED TO ACT; make a decision – FIGHT or FLEE.

Reporting an Active Shooter

- **Calling 911**
 - Be patient, Stay on the line.
 - Be prepared to give critical information:
 - *Exact location,*
 - *Number of suspects,*
 - *Description of suspects,*
 - *Description of weapons,*
 - *What the suspects are doing,*
 - *Description of injured & injuries,*
 - *Any other information you feel pertinent.*

LEO Response

Every 28 seconds someone is either injured or killed in an active shooter situation.....

- Responders will arrive in minutes, not seconds. Officers will likely arrive in waves.
- Officers will bypass civilians and injured to get to the shooter. Follow-on responders will deal with evacuations and injured.
- **Priorities of response:** Stop the threat, rescue hostages, secure the site, treat and evacuate civilians.
- **Priorities of life:** hostages, civilians, police, suspect(s).

Encountering Police

- *Remain Calm.*
- To the Police everyone is a potential threat.....
 - Expect weapons to be pointed at you,
 - Keep hand visible,
 - Do not point at Officers,
 - Follow their directions.
- You may be searched.
- You may be handcuffed.
- Provide them with any pertinent information.

Post incident transition

- Even when the threat is neutralized, the incident response does not stop.
 - The facility and surrounding area will be cleared,
 - The facility will be treated as a crime scene,
 - Everyone will be interviewed and medically cleared,
 - Counseling will be offered.
- Your patience and compliance are necessary.

LA County Sheriff's Office training Video

<http://www.activeshooter.lasd.org/>

The following video contains graphic content of a violent nature.

Viewer discretion is advised.

Questions



Thank You!

Your assistance, support, and compliance will help ensure that we can effectively Deter, Detect, and/or Defeat any potential threat.