How to **SURVIVE** an Active Shooter/Killer

Dane County Deputies Josalyn Longley and Cindy Holmes (Ret.)

---

**Training Goals**
- Why we need to prepare
- Lessons learned from previous tragic events
- Defining Active Shooter
- Provide options for survival from a tragic event
- Response Approaches to Active Shooter
- Render Aid – trauma
- Warning Signs
- Preventing Workplace Violence
- Resources
- How to talk with your kids

---

The focus of today’s training is to empower individuals to participate in their own survival.

[Image of people hiding]

Jan 6, 2017 - 5 killed, 6 injured
WARNING!!!!

• The information contained in this presentation may be disturbing and upsetting to some. The information is being provided to alert and prepare you. These are real events that are happening in many communities just like ours.

  • This presentation is not meant to scare you but educate you not only at work but also in the community.

• “We don’t choose tragedy – we CAN choose our response. Let’s prepare for, respond to, and recover from a violent event!!”

Run Hide Fight

The Dane County Sheriffs Office is taking a proactive approach regarding these tragic events.

The following plans are to help increase your chances of survival in an active killer event.

  o “ALICE – Alert, Lockdown, Inform, Counter the Attack, Evacuate”- Developed by the ALICE Trng Institute

  o “Avoid, Deny, Defend”- Developed by the ALERTT Center Texas State University

  o “CRASE Training

  o “Run, Hide, Fight” – Dept of Homeland Security

Most importantly you need to have a plan and prepare.
In the medical field, it is widely believed that if paramedics transport the wounded within less than 60 minutes—known as the “golden hour”—their likelihood of survival greatly improves.

Why Are We Here Today?
Columbine 1999
13 people killed 21 wounded

Why Are We Here Today?
Sandy Hook Elementary School 2012
26 killed 1 injured

"It's okay, I'll lead the way I know Karate.
"I'm a 5 year old student terrified to get shot. Please try.
"Send in more good guys. There is a bad man in there!"
"I'm a 1st grade student who ran into his classroom.
"I'm a police officer who ran into his classroom."
Why Are We Here Today?

Fiamma is a worldwide company in Orlando, FL that makes accessories for recreational vehicles. 5 Employees killed June 5 2017

Possible Contributing factors to Workplace Violence

- Domestic Violence
- Substance Use/Abuse (personal/family)
- Financial Stress
- Mental Health
- Bullying
- Work related discipline/termination (not always immediate threat)

DO YOU HAVE ADEQUATE RESOURCES TO HELP EMPLOYEES ADDRESS THESE STRESSORS? (EAP, OPEN DOOR POLICY)

90% of Adult Mass Murderers experience 1 or more (Financial, Occupational, Relationship, Health Loss)

Threat Suppression Incorporated

REPORT SUSPICIOUS ACTIVITY to local authorities.
Dept Homeland Security
If you see Something, Say Something

• In 81% of incidents, at least one other person had some prior knowledge of the attacker’s plan.
  (US Secret Service)

• In 59% of incidents, more than one person had some knowledge.

Don’t wait report it immediately!
Virginia Tech Clues – SAY SOMETHING!

If you see Something, Say Something

• Suspicious vehicle in lot
• “Scoping” place out – testing security (Employee or unknown threat)
• A person questions about a building’s operations, security procedures and/or personnel, shift changes, etc.
• Threats
  o Called in or Written
  o Physical (doors chained shut, explosives, video cameras, door brackets)
• Someone entering with layers of clothing on, concealing a gun

Situational Awareness

Situational Awareness

Atlanta Safety Council
Situational Awareness

Situational Awareness – always be observant
Don’t Minimize it!

Virginia 2015

Don’t Name them

Some shooters are motivated by a desire for fame, notoriety, and/or recognition.

- When the media focuses on the shooter, they provide this fame, notoriety and recognition.
- This focus allows the shooter to accomplish one of his goals, and validates his life and actions.
- Media coverage can create a contagion effect producing more shootings.
- Some shootings may be prevented by removing one of the incentives.
- We encourage the media and others not to name the shooters or focus on their lives.
- The shooters should be as unrecognized in their deaths as they were in their lives.
- Media coverage should focus on the victims and the heroes.

Avoid Deny Defend

What is an “Active Shooter”?

“An Active Shooter is an individual actively engaged in killing or attempting to kill people in a confined and populated area; in most cases, active shooters use firearms(s) and there is no pattern or method to their selection of victims.” According to the U.S. Department of Homeland Security:

- Active shooter situations are unpredictable and evolve quickly.
- The immediate deployment of law enforcement is required to stop the shooting and mitigate harm to victims.
Why Is Preparation Necessary?

TIME is critical!

An average Active Shooter event lasts
4-8 minutes

Over 70% of incidents are over in 5 min or less

What is the average time for Law Enforcement to arrive?

5-6 minutes *This is a National Average

WHO ARE THE FIRST RESPONDERS?
YOU, YOUR CO-WORKERS, YOUR FAMILY..

Why Is Preparation Necessary?

Goal of An Active Shooter/Killer:
Active Shooters are there to kill!
Active killers have no intention of negotiating!

Our Primary Goal: SURVIVAL!
Mental Scripting – “If this then that”
“The body can’t go where the mind hasn’t been”!

In the United States
75% of victims with gunshot wounds survive!
How many of you have attended one of these locations?

- Park
- Church
- Mall
- Hospital/Clinic
- Movie Theatre
- School
- Government Building
- Place of Employment
- Airport/Train Station
- Marathon Finish Line
- Spa
- Baseball field
- Night Club/Bar
- Concert Venue

Practice / Mental Preparation

Everyone knows exactly what to do when a fire alarm sounds. You’ve practiced it since you were in kindergarten (or before).

The last time a child or teacher died in a school fire was .....?

1958

The Emergency Response Action drills are vital in providing individuals with the practice and (mental) preparation needed to respond effectively when a real crisis/emergency occurs.

Active shooter incidents

An average of 70 people were wounded and 46 killed per year in active shooter events between 2014 and 2015.
IT CAN HAPPEN HERE

- 2005 Brookfield WI
- 2006 Weston WI
- 2010 Marinette WI
- 2012 Brookfield WI
- 2012 Oak Creek WI
- 2015 Menasha WI
- 2016 Antigo WI
- 2016 I-94 Interstate Shooting
- 2017 Rothschild WI
- 2017 Union Grove WI – Great Lakes Dragaway

2000-2015 Location of Attacks

Active shooter incidents in US 2000-2016 FBI/Texas State University Study

- Average 12.9 incidents per year
  - Increased from 7.4 incidents in the last 10 years

- Shootings have occurred in 42 of 50 states, and the District of Columbia

- Attacks may be shifting toward open spaces and commercial, government, and education sites “harden”

- Of 89 Assailants apprehended by law enforcement – 27 were restrained by citizens.
“2017 has been the deadliest year for mass public shootings in American history”

Grant Duwe, a criminologist and author of “Mass Murder in the United States: A History

Four of the five deadliest mass public shootings in U.S. history have occurred in the last five years

- Attack at the First Baptist Church on Sunday in Sutherland Springs, Texas in 2017 (26)
- Attack at a music festival in Las Vegas in 2017 (58)
- Attack at a nightclub in Orlando, Florida, in 2016 (49)
- Attack at Sandy Hook Elementary School in Newtown, Connecticut, in 2012 (27)

Active Shooter/Killer Events

• U.S. Secret Service reports no accurate profile exists
• Active shooters desire mass casualties and high publicity
• Many of the school active shooter events occur in suburban or rural areas
• Enormous impact on community

“Preparation doesn’t cause anxiety, denial does!” - Lieutenant Colonel David Grossman
How Are People Warned?

- PA System or Walkie Talkie
- Phone/Email Alerts
- Text Messages
- Run and Yell
- Digital Displays
- Other (could be sound of gunfire that first warns them)

How Are People Warned?

- If you have an ALERT system
  - Does all your staff have access to use it?
  - Does all your staff know how to use it?
  - Do you test it to see if it works?

Sendwordnow.com

Everbridge

Alert Next Door or Group Me Apps
Use Plain Language

• Do not use code words
• Tell them what the threat is and where the threat is
• Their response will be based on the information they receive (RUN HIDE OR FIGHT)

Quick notification can save lives and warn them of the threat.

Notify 911

• Notify 911 as soon as possible (and safe to do so)
  • Location of the active shooter
  • Number of shooters
  • Physical description of shooters
• Number and type of weapons held by shooters
• Number of potential victims at the location
• Do you need to dial *911 or *89-911 for an outside line?
  • Do you have cell service in building?

Panic Button, Call 911, Text 911, Emergency button on phone
Are you prepared to make the 911 call?

When Law Enforcement Responds

- Remain calm and follow instructions
- Put down any items in your hands (i.e., bags, jackets)
- Do not be holding a firearm when Cops arrive
- Keep hands visible at all times
- Avoid quick movements toward officers such as holding on to them for safety
- Do not stop to ask officers for help or direction when evacuating
The Dane County Sheriffs Office is taking a proactive approach regarding these tragic events. Most importantly you need to have a plan and prepare.

https://www.dhs.gov/active-shooter-preparedness

EMPOWERMENT

Lessons learned from Virginia Tech

Be Proactive  Not Passive!

You WILL survive!

Kristina Anderson
koshkafoundation.org
Kristina Anderson

THE Lesson from VT:
28 vs. 2 (Fatalities)
Passive vs. Proactive

<table>
<thead>
<tr>
<th>Room 204 - 19 Present</th>
<th>Room 205 - 14 Present</th>
</tr>
</thead>
<tbody>
<tr>
<td>Killed - 2, Wounded - 3</td>
<td>Killed - 10, Wounded - 2</td>
</tr>
</tbody>
</table>

Room 200 - No Casualties

<table>
<thead>
<tr>
<th>Hallway - Killed 1</th>
</tr>
</thead>
</table>

Offices

<table>
<thead>
<tr>
<th>Room 211 - 19 Present</th>
</tr>
</thead>
<tbody>
<tr>
<td>Killed - 12, Wounded - 6</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Room 207 - 13 Present</th>
</tr>
</thead>
<tbody>
<tr>
<td>Killed - 5, Wounded - 6</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Room 205 - 12 Present</th>
</tr>
</thead>
<tbody>
<tr>
<td>Killed - 0, Wounded - 0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Room 200 - No Casualties</th>
</tr>
</thead>
</table>

Data from Chapter 8, Virginia Governor’s Report on Virginia Tech.

RUN

• Avoid contact with the threat (If threat is inside, get out!)
  • Have an escape route and plan in mind
  • Leave your belongings behind
  • Run in a zig zag – look for cover and concealment
  • A moving person is more difficult target than a person standing or sitting still

98% of active shooter events were only 1 shooter
What can you use to lower yourself closer to the ground?
Columbine High School

1. 700 kids fled from Columbine of their own initiative.
2. Over half of the school's students saved their OWN lives by fleeing the crisis zone.
3. This was INSTINCTIVE BEHAVIOR. No authority figure told them to run.

2003 Great White CONCERT @ The Station

Deliberation

[Map of the venue showing various sections and exits]

[Map with labels indicating points of interest and exit routes]
HIDE

- Get in a room and Lock/Secure doors
- Barricade door for additional security (DELAY THREAT)
- Look for secondary exit out of room
- If you cannot get behind a closed door our out of building hide in an area out of the shooter’s view
- Silence your cell phone and lights off
- Prepare to fight if the threat enters the room

UCLA Shooting 6/1/16
The university is almost finished installing more than 300 Nightlock devices in classrooms around campus, UW-W Police Chief Matt Kiederlen said. “The vast majority of our classrooms on a day-to-day basis are not capable of being locked by the individuals using the room,” Kiederlen said. “So we were looking for some sort of device that would allow those within a room if they so decided that they wanted to barricade themselves in … that they would be able to do so.”
What supplies do you have in your room/office to help save a life?

**Question**

- How long does it take to bleed to death from a complete femoral artery and vein disruption?
- Answer:
  - Casualties with such an injury can bleed to death in as little as 3 minutes.
Render Aid

https://www.dhs.gov/stopthebleed

FIGHT

• As a last resort and only when your life is in imminent danger
  • Attempt to distract the shooter
  • Attempt to incapacitate the shooter
  • Act with physical aggression and throw items at the shooter
  • Commit 100% to stopping the shooter
  • Work as a team to overcome the shooter and swarm
Improvised weapons

- Belt
- Books
- Cellphone
- Roll of toilet paper
- Broom/mop
- TV remote control
- Coffee mug
- Stapler
- Water bottle
- Picture frame
- Plant
- Coffee pot
- Chair
- Scissors
- Garbage can
- Handful of coins
- High heels
- Baseball bat
- Keys
- Laptop computer

What Else?
A Reason for A lockdown is possibly an incident in the neighborhood.

Concerns for Public Safety

Violence Warning Signs

Don’t let the behavior ESCALATE – do something

Train your staff to watch for signs
Familiar yourself with warning signs that someone may becoming violent!

Don’t let the behavior ESCALATE – do something

Violence in the Workplace – Warning Signs

Violence in the Workplace – Warning Signs

How secure is your building, are you prepared?

• Duress/Panic button
• Are your windows, doors labeled (#s) on the inside and outside of room?
  o Quicker Law Enforcement response
• Have emergency evacuation plans located in every room
  o Not everyone is familiar with your building
How secure is your building, are you prepared?

- Do you have cameras, who can access them?
- Can cameras be accessed on a device outside of building?
- You can give REAL updates to 911 and people in building.

What can Companies do?

**Assess, Prepare, Practice, Act**

There are steps that can be taken to decrease the chances of workplace violence and increase overall preparedness.

- Businesses need threat assessments; researching and assessing vulnerabilities to different types of disasters.
- They also need to have emergency plans and protocols in place in case of any such emergency situation. Most significantly, these plans must be taught and implemented.
What can Companies do

• All employees should be trained and must be aware of the emergency plans. Drills should be run regularly to practice for emergency situations.

• Finally, crisis communication planning is key to making sure the emergency is navigated successfully.

CREATE TRAINING VIDEOS FOR EMPLOYEES!

www.wicrimeprevention.com
- Publications
- Security assessment

YOUR LOVED ONES

Go home today/tonight and talk with your loved ones. Talk about your plans!

What can you tell your kids??

• Talk about their school response plan, go over scenarios not only at school (mall, church, movies)

• If they were to evacuate – talk about places they could run to and what they could do (call 911, call a family member)

• Remind them its not tattling its telling to get help. “If you see something, say something!”

• If you have concerns for your child’s behavior get help (Dr, Psych, Police, etc.) Don’t be that parent who ignores it

• Talk about violence on tv and video games – DO NOT ALLOW YOUR CHILD TO PLAY VIOLENT VIDEO GAMES! (see next slide)

• MOST IMPORTANTLY HAVE OPEN COMMUNICATION WITH YOUR CHILD!!
What are your child’s interests?

Be a parent and seek help, it takes a community to raise a child!

Finally:

Know that you are empowered to make decisions that will provide you the best levels of protection and safety.

“In a moment of decision, the best thing you can do is the right thing. The next best thing is the wrong thing. The worst thing you can do is nothing.”

Theodore Roosevelt

Questions?

Deputy Josalyn Longley
Dane County Sheriff’s Office
Emergency Preparedness Coordinator
longley@danesheriff.com
608-977-1300

Retired Deputy Cindy Holmes
Dane County Sheriff’s Office
Holmes.cindy@danesheriff.com
608-215-6615