Workplace Violence Prevention in the Age of the “Active Shooter”

Presented By

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Today’s Discussion

• What is the definition of an active shooter?
• Why we should prepare our employees for an active shooter incident
• How to develop and implement an active shooter plan and what resources are available
• Introduction to DHS/FPS/COP Active Shooter presentation and discussion
DHS Definition of Active Shooter:

• "An individual actively engaged in killing or attempting to kill people in a confined and populated area, in most cases, active shooters use firearm[s] and there is no pattern or method to their selection of victims."

Why Prepare For An Active Shooter?

• Legal issues
• Statistics
• Best practice

Legal Issues - OSHA

• The General Duty Clause, Section 5(a)(1) of the Occupational Safety & Health Act (OSHA), requires employers to provide their employees with a place of employment that "is free from recognizable hazards that are causing or likely to cause death or serious harm to employees."
• The courts have interpreted OSHA's General Duty Clause to mean that an employer has a legal obligation to provide a workplace free of conditions or activities that either the employer or industry recognizes as hazardous and that cause, or are likely to cause, death or serious physical harm to employees when there is a feasible method to abate that hazard.

Legal Issues - State Claims

• Potential liability for:
  – Negligent hiring
  – Negligent retention/ supervision

Statistics - FBI Study

• In a Study of Active Shooter Incidents, 2000-2013, conducted by the FBI and the University of Texas (Blair, J. Pete and Schweit, Katherine W., 2014), the following statistics were revealed:
  • 160 active shooter incidents between 2000-2013
  • An average of 11.4 incidents annually, trending higher towards 2013
    – An average of 6.4 annually in the first seven years
    – An average of 16.4 annually in the last seven years
• 1,043 casualties
  – 486 killed (not including the shooter)
  – 557 wounded
• Approximately 60% of the incidents ended before police arrived
• 40% of the incidents ended with the shooter committing suicide
• In 13.1% of the incidents, unarmed citizens safely and successfully restrained the shooter prior to police arrival

• In 28.1% of the incidents, law enforcement had to engage the threats. In 46.7% of those incidents, law enforcement suffered casualties, with nine killed and 28 wounded
• In 64 cases, 69% ended in less than five minutes, with 23 ending in two minutes or less
• Active shooter incidents occurred most frequently in areas of commerce, followed by educational environments and government properties

Statistics - FBI Study cont.
Planning and Response to an Active Shooter: An Interagency Security Committee Policy and Best Practices Guide

In November 2015, the Interagency Security Committee released this publication to provide guidance on policy and best practices related to the establishment of active shooter response planning and training.

The ISC, under authority of Presidential Executive Orders 12977 and 13286, mandates that the following policy be enacted at all nonmilitary federal facilities:

- Each facility shall have an active shooter preparedness plan, which is to be updated every two years, as needed. At a minimum, the plan should comprise the following elements:
  - Security Assessments
  - Preparedness
  - Communication
  - Incident Plan (i.e., actions to take during an incident)
  - Training and Exercises
  - Post Incident Recovery
    - Employees
    - Operations
Special Considerations

• Venue/Facility specific
  – Educational facilities
  • Small children
  – Healthcare
  • Patients and the priority of life
  – Retail
  • Customers
• New/part-time employees, temp staff
  (substitute teachers, fill-ins, etc.)
• Disabled and/or injured employees
  or visitors

Workplace Violence:
Active Shooter Planning Resources

• General Active Shooter Resources
  – https://www.dhs.gov/active-shooter-preparedness
  – https://www.youtube.com/watch?v=5VcSwejU2D0
• Healthcare-Specific
• Educational Institution-Specific
  – http://www.alicetraining.com/
Why This Video?

• This topic is uncomfortable, but necessary.
• What is presented today can be used at work, on vacation—anywhere…
  – Have a plan
  – Pay attention to your surroundings
  – Have a strong Survival Instinct

Introduction

• Prepared vs. Paranoid
• Have a Plan: Duty to protect

• What would we do if there was a problem at work?
• How about on vacation?
• Dialog on this topic - Don’t wait for a problem before you make a plan.

"IT WILL NEVER HAPPEN IN OUR AREA"
Mind Set

- Have a survival Mind Set
- We do it in Law Enforcement - survival skill
- Scenarios: way we train

** My life passed before my eyes…
- YOU CAN Too…
- Work place, home, vacation, anywhere
- Co workers, friends and family

Warning Signs

- After the fact, many times you hear about warning signs that were missed…
- Pay attention to what is said when people are upset. Is it venting? Is it serious?

Warning Signs

- Look at patterns in a person’s life
- Divorce, demotion, substance abuse, financial problems, etc.
- When appropriate, try and help…
- Are they capable of carrying out the threat?
- Not easy – Friend or Narc?
- Know your HR policies regarding workplace violence/code of conduct by employees
- Tell someone: Anonymous, Management, HR EAP
• Trust your instincts—If it doesn’t feel or look right, it probably isn’t.
• Let people know that you “notice” them. Say “hi” or “may I help you?” This lets them know they are noticed and gives you an opportunity to see their demeanor and reaction.
• Communicate concerns quickly to other staff and Law Enforcement. It is better to respond and not have a real issue than to hesitate and have a delayed response.

Identifying Potentially Violent People

• Body language
  1. posturing
  2. fidgeting
  3. pacing

Potentially Violent People

• Psychological intimidation
  1. mean faces
  2. staring
  3. invading personal space
Potentially Violent People

- Verbal Threats or Intimidation
  1. Somebody is going to pay!
  2. This is going to get ugly!
  3. This isn’t over!
  4. Notes, social media posts, etc.

De-escalation Techniques

- Tactical vocabulary **(what not to say)**
  1. calm down
  2. I’m not going to tell you again
  3. be reasonable
  4. because that’s the law
  5. what’s your problem?
  6. what do you want me to do about it?

De-escalation

- Better things to say:
  - I can see your upset, how may I help?
  - let me see if I understand you (repeat what was said)
  - It’s going to be alright, talk to me
  - I’m sorry I don’t know how to help you, let me find someone who can
**Tactical Concepts**

- Keep your distance
- Danger zone (outside of your immediate space)
- Attack zone (a step away from touch)
- Kill zone (within touching distance)

**Position of Advantage**

- Off line of force
- Centerline tracking
- Neutral stance
- Hand positioning

**Barriers**

- In front (good)
- Behind (bad)
- Barrier examples: desk, chair, copier, doors, trash can, etc.
- Cover vs. concealment
Options for YOU!

- Avoid/run option
- If there is an escape path, attempt to evacuate
- Evacuate whether others agree or not
- Help others escape if possible
- Prevent others from entering area
- Call 911 When you are safe & provide:
  - Location of shooter(s)
  - Description of shooter(s)
  - Weapon information
  - Status of people inside (how many, etc.)

Options for YOU!

- Deny / hide option
- Only if evacuation is not possible, Find a place to hide
- If possible call 911 (from phone inside) and provide:
  - Exact location of shooter (if known)
  - Your (the caller's) location
  - Description of shooter(s)
  - Weapon information
  - Status of people inside (how many, where, etc.)

Deny / Hide Option Continued

- Lock and/or barricade the door
- Hide behind large objects
- Your hiding place should:
  - Be out of shooter view (CONCEALMENT)
  - Provide protection if shots are fired in your direction (COVER)
  - Not trap or restrict your options for movement
**Options for YOU!**

- DEFEND/FIGHT option – As a last resort, and only if your life is in danger:
  - Attempt to incapacitate the shooter
  - Act with physical aggression
  - Improvise weapons
  - COMMIT TO YOUR ACTIONS

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**PPD Response**

- Officers will be responding to the threat!
- No first aid or medical assistance
- Threat has to be neutralized first
- Usually we have limited information:
  - Appearance: Who are we looking for?
  - Number: How many are we looking for?
  - Location: Where are they?

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**PPD response**

- Remain calm and follow instructions
- Keep your hands visible at all times
- Avoid pointing or yelling
- Know that help for the injured is on its way - First responders (Police) are not there for victims. Until area is secured.
Review

• Be prepared and have a survival mindset
• Have a plan and practice it
  – With co-workers
  – With family
  – In your head/scenarios
• Resist denial that it will ever happen here, be prepared and live life to the fullest… have fun

CRASE video (by ALERRT)

Avoid Deny Defend

Civilian Response to Active Shooter Events

Questions?

• Sgt. Ben Scott
• LPO David Fuller
• Prescott Police Dept.
• 222 S. Marina
• (928)777-1988
Next Steps

- Workplace Violence Policy
- Develop a Management Response Team
- Partner with local law enforcement
- Safety and Security Audit

“Success depends upon previous preparation, and without such preparation there is sure to be failure.”

-Confucius

Questions
Thank You!