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ACTIVE SHOOTER AND CLASSROOM STRATEGIES



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PROFILE OF AN ACTIVE SHOOTER

An active is an individual or individuals actively engaged in or attempting to kill people in a confined or populated area.

Active shooter situations tend to be unpredictable and evolve quickly. Typically, the immediate deployment of law enforcement is required to stop the shooting and mitigate harm to victims.

Because active shooter situations are often over within 10 – 15 minutes, before law enforcement arrives on the scene, individuals must be prepared both mentally and physically to deal with an active shooter situation.





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GOOD PRACTICES FOR COPING WITH AN ACTIVE SHOOTER SITUATION

Be aware of your environment and any possible dangers

Take note of the two nearest exits in any facility you visit

If you are in an office, stay there and secure the door

If you are in a hallway, get into a room and secure the door

As a last resort, attempt to take the active shooter down. When the shooter is at close range and you cannot flee, your chance of survival is much great if you tray to incapacitate him/her



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HOW TO RESPOND WHEN AN ACTIVE SHOOTER IS IN YOUR VICINITY

Quickly determine the most reasonable way to protect your own life. Remember that customers and clients are likely to follow the lead of employees and managers during an active shooter situation.

1. Evacuate

If there is an accessible escape path, attempt to evacuate the premises. Be sure to:

- Have an escape route and plan in mind
- Evacuate regardless of whether others agree to follow
- Leave your belongings behind
- Help others escape, if possible
- Prevent individuals from entering an area where the active shooter may be
- Keep your hands visible and follow instructions of police
- Do not attempt to move wounded people
- Call 911 when you are safe





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HOW TO RESPOND WHEN AN ACTIVE SHOOTER IS IN YOUR VICINITY (CONT)

2. *Hide Out*

If evacuation is not possible, find a place to hide where the active shooter is less likely to find you.

Your hiding place should:

- Be out of the active shooter's view
- Provide protection if shots are fired in your direction (i.e. an office with a closed and locked door)
- Not trap you or restrict your options for movement

To prevent an active shooter from entering your hiding place:

- Lock the door
- Blockade the door with heavy furniture





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HOW TO RESPOND WHEN AN ACTIVE SHOOTER IS IN YOUR VICINITY (CONT)

If the active shooter is nearby:

- Lock the door
- Silence your cell phone and/or pager
- Turn off any source of noise (i.e. radios, televisions)
- Hide behind large items (i.e. cabinets, desks)
- Remain quiet

If evacuation and hiding out are not possible:

- Remain calm
- Dial 911, if possible, to alert police to the active shooter's location
- If you cannot speak, leave the line open and allow the dispatcher to listen



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HOW TO RESPOND WHEN AN ACTIVE SHOOTER IS IN YOUR VICINITY (CONT)

3. Take action against the active shooter

As a last resort, and only when your life is in imminent danger, attempt to disrupt and/or incapacitate the active shooter by:

- Acting as aggressively as possible against him/her
- Throwing items and improvising weapons
- Yelling
- Committing to your actions



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HOW TO RESPOND WHEN LAW ENFORCEMENT ARRIVES

Law enforcement's purpose is to stop the active shooter as soon as possible. Officers will proceed directly to the area in which the last shots were heard.

- Officer usually arrive in teams of four (4)
- Officers may wear regular patrol uniforms or external bulletproof vests, Kevlar helmets, and other tactical equipment
- Officers may be armed with rifles, shotguns, handguns
- Officers may use pepper spray or tear gas to control the situation
- Officers may shout commands, and may push individuals to the ground for their safety





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HOW TO RESPOND WHEN LAW ENFORCEMENT ARRIVES (CONT)

How to react when law enforcement arrives:

- Remain calm, and follow officers' instructions
- Put down any items in your hands (i.e. bags, jackets)
- Immediately raise hands and spread fingers
- Keep hands visible at all times
- Avoid making quick movements toward officers such as attempting to hold on to them for safety
- Avoid printing, screaming and/or yelling
- Do not stop to ask officers for help or direction when evacuating, just proceed in the direction from which officers are entering the premises.



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HOW TO RESPOND WHEN LAW ENFORCEMENT ARRIVES (CONT)

Information to provide to law enforcement or 911 operator:

- Location of the active shooter
- Number of shooters
- Physical description of shooter/s
- Number and type of weapons held by the shooter/s
- Number of potential victims at the location



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FIRST OFFICERS TO ARRIVE ON THE SCENE

The first officers to arrive to the scene will not stop to help injured persons. Expect rescue teams comprised of additional officers and emergency medical personnel to follow the initial officers. These rescue teams will treat and remove any injured persons. They may also call upon able-bodied individuals to assist in removing the wounded from the premises.

Once you have reached a safe location or an assembly point, you will likely be held in that area by law enforcement until the situation is under control, and all witnesses have been identified and questioned. Do not leave the safe location or assembly point until law enforcement authorities have instructed you to do so.



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TRAINING YOUR STAFF FOR AN ACTIVE SHOOTER SITUATION

To best prepare your staff for an active shooter situation, create an Emergency Action Plan (EAP), and conduct training exercises. Together, the EAP and training exercises will prepare your staff to effectively respond and help minimize loss of life.





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COMPONENTS OF AN EMERGENCY ACTION PLAN (EAP)

An effective EAP includes:

- A preferred method for reporting fires and other emergencies
- An evacuation policy and procedure
- Emergency escape procedures and route assignments (i.e. floor plans, safe areas)
- Contact information for, and responsibilities of individuals to be contacted under the EAP
- Information concerning local area hospitals (i.e. name, telephone number, and distance from your location)
- An emergency notification system to alert various parties of an emergency including:
 - Individuals at remote locations within premises
 - Local law enforcement
 - Local area hospitals



More
than
just
accounting

Here is the link to TRCC's EAP.

http://www.trcc.commnet.edu/Div_Administrative/Facilities/SafetySecurity/EAP.shtml



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COMPONENTS OF TRAINING EXERCISES

The most effective way to train your staff to respond to an active shooter situation is to conduct mock active shooter training exercises. Local law enforcement is an excellent resource in designing training exercises.

- Recognizing the sound of gunshots
- Reacting quickly when gunshots are heard and/or when a shooting is witnessed:
 - Evacuating the area
 - Hiding out
 - Acting against the shooter as a last resort
- Calling 911
- Reacting when law enforcement arrives
- Adopting the survival mind set during times of crisis



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ADDITIONAL WAYS TO PREPARE FOR AND PREVENT AN ACTIVE SHOOTER SITUATION

Preparedness

- Ensure that your facility has at least two evacuation routes
- Post evacuation routes in conspicuous locations throughout your facility
- Include local law enforcement and first responders during training exercises
- Encourage law enforcement, emergency responders, SWAT teams, K-9 teams, and bomb squads to train for an active shooter scenario at your location

Prevention

- Foster a respectful workplace
- Be aware of indications of workplace violence and take remedial actions accordingly.



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PREPARATION FOR AND MANAGING AN ACTIVE SHOOTER SITUATION

Your human resources department and facility managers should engage in planning for emergency situations, including an active shooter scenario. Planning for emergency situations will help to mitigate the likelihood of an incident by establishing the mechanisms described below:

- Conduct effective employee screening and background checks
- Create a system for reporting signs of potentially violent behavior
- Make counseling services available to employees
- Develop an EAP which includes policies and procedures for dealing with an active shooter situation, as well as after action planning



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FACILITY MANAGER RESPONSIBILITIES

- Institute access controls (i.e. keys, security system pass codes)
- Distribute critical items to appropriate managers/employees, including:
 - Floor plans
 - Keys
 - Facility personnel lists and telephone numbers
- Coordinate with the facility's security department to ensure the physical security of the location
- Assemble crisis kits containing
 - Radios
 - Floor plans
 - Staff roster & staff emergency contact numbers
 - First aid kits
 - Flashlights
- Place removable floor plans near entrances and exits for emergency responders
- Activate the emergency notification system when an emergency situation occurs



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REACTIONS OF MANAGERS DURING AN ACTIVE SHOOTER SITUATION

Employees and customers are likely to follow the lead of managers during an emergency situation. During an emergency, managers should be familiar with their EAP, and be prepared to:

- Take immediate action
- Remain calm
- Lock and barricade doors
- Evacuate staff and customers via a preplanned evacuation route to a safe area





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ASSISTING INDIVIDUALS WITH SPECIAL NEEDS AND/OR DISABILITIES

Ensure that EAP's, evacuation instructions and any other relevant information address to individuals with special needs and/or disabilities

Your building should be handicap-accessible, in compliance with ADA requirements





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MANAGING THE CONSEQUENCES OF AN ACTIVE SHOOTER SITUATION

After the active shooter has been incapacitated and is no longer a threat, human resources and/or management should engage in post-event assessments and activities, including:

- An accounting of all individuals at a designated assembly point to determine who, if anyone, is missing and potentially injured
- Determining a method for notifying families of individuals affected by the active shooter, including notification of any casualties
- Assessing the psychological state of individuals at the scene, and referring them to health care specialists accordingly


7 STEPS TO DISASTER



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1. Individual experiences trauma creating extreme tension or anxiety
 - One major event (layoff or termination; actual or perceived)
 - Cumulative minor events
2. Perception that problems are unsolvable
3. All responsibility is projected onto the situation

7 STEPS TO DISASTER



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4. Frame of reference becomes increasingly egocentric
5. Self-preservation and self-protection become the sole objectives.
6. Violent act is now perceived as the only way out
7. Violent act is attempted or committed

7 Steps to Disaster

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How do you break the sequence of events?

Intervention



Four Powerful Classes of Intervention



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Managerial

Disciplinary

Law Enforcement

Mental Health

Managerial Intervention Examples



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- Coach/counsel subject
- Coach supervisor
- Change work assignment, shift or location
- Change physical environment
- Change supervisor
- Mediation

Managerial Intervention Examples



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- Suspended with pay pending investigation
- Oral warning
- Written warning
- Final written warning
- Termination



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Law Enforcement Intervention Examples

- Trespass notice
- Restraining order
- Information only police report
- Welfare check
- Formal police report
- Arrest
- 911 call



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Mental Health Intervention Examples

- Voluntary referral to EAP
- Voluntary referral to outside provider
- Mandatory referral to EAP
- Mandatory referral to outside provider
- Fitness for duty evaluation
- Last chance agreement with required counseling
- Emergency detention under mental health law
- Civil commitment



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The key to success is selecting the best intervention for the individual case.

•Escalating Behavior

Warning Signs	Possible Responses
Harassment	
Behavior characterized by bewilderment or distraction. Unsure or uncertain of the next course of action	<ul style="list-style-type: none"> ■ Listen to their concerns ■ Ask clarifying questions ■ Give factual information
Harassment	
Behavior characterized by reaction or resistance to information. Impatience. Feeling a sense of defeat in the attempt of accomplishment. May try to bait the interviewer.	<ul style="list-style-type: none"> ■ See steps above ■ Relocate to a quiet location or setting ■ Reassure them ■ Make a sincere attempt to clarify concerns

Warning Signs	Possible Responses
Aggression	
<p>Placing responsibility for problems on everyone else. Accusing or holding you responsible. Finding fault or error with the actions of others. May try to place blame directly on you. This is the boundary of potentially hazardous behavior.</p>	<ul style="list-style-type: none"> ■ Disengage and bring a second party into the discussion ■ Use a teamwork approach ■ Go back to the facts ■ Use probing questions
Rage/Anger – Judgment call required	
<p>Characterized by a visible change in body posture and disposition. Actions include pounding fists, pointing fingers, shouting or screaming. This signals very risky behavior.</p>	<ul style="list-style-type: none"> ■ Utilize venting techniques ■ Don't offer solutions ■ Don't argue ■ Prepare to isolate / evacuate ■ Contact a supervisor / security

•Escalating Behavior

Warning Signs	Possible Responses
Mayhem/Judgment call required	
Physical actions or threats that appear imminent. Acts of physical harm or property damage. Out-of-control behavior signals that they have “crossed over the line”.	<ul style="list-style-type: none">■ Disengage and evacuate■ Attempt to isolate if it can be done safely■ Alert a supervisor and contact security and police immediately

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