

## 20. ACTIVE SHOOTER / HOMICIDAL CRISIS INTERVENTION

Although society as a whole is plagued with violence, school violence is a reality that each and every school in this country must be aware of and plan for. Since 1966, there have been over 60 school shootings in the United States alone. Although you are likely to be familiar with school names that have become synonymous with school violence such as Columbine<sup>i</sup> and Virginia Tech<sup>ii</sup>; it is important for us at Three Rivers Community College to be aware that two recent school shootings in this country occurred at community colleges like our own: the April 10, 2009 shooting at the Henry Ford Community College campus in Dearborn, Michigan; and the December 8, 2009 shooting at the Woodbridge Campus of Northern Virginia Community College.

This section of the Emergency Action Plan is not intended to address the setting forth of a process for identifying, assessing, and managing students who may pose a threat of targeted violence in schools. Those who wish to explore the aforementioned topic are directed to an excellent publication: **THREAT ASSESSMENT IN SCHOOLS: A GUIDE TO MANAGING THREATENING SITUATIONS AND TO CREATING SAFE SCHOOL CLIMATES** which was jointly prepared and published in May, 2002 by the United States Secret Service and the United States Department Of Education; and is available as a .PDF document at:

[http://www.secretservice.gov/ntac/ssi\\_guide.pdf](http://www.secretservice.gov/ntac/ssi_guide.pdf).

Neither is this section intended to attempt to profile the active shooter or homicidal actor intent on committing an act of school violence. Rather it is intended as a brief overview of the problem and provides you with guidance to act upon in this type of emergency. A quick reference guide on school shooters, their motivation, warning signs and additional information to include recommended resources for further reading is contained in Appendix I of this Emergency Action Plan.

**CAVEAT:** It should be noted that the guidelines listed below are suggestions only. Employees are expected to exercise their best judgment in dealing with crisis situations in order to insure their personal safety and the safety of others.

Once an administrator, instructor, or staff member is aware of an individual with homicidal tendencies, the employee should assess the level of the crisis and respond using the following as guidelines:

Three Rivers Community College

EMERGENCY ACTION PLAN

1. **EMERGENCY LEVEL:** This level describes an individual who is making an attempt on someone else's life now, or is threatening an immediate attempt. In this situation you should:
  - A. Call 911 IMMEDIATELY.
  - B. Notify the Security Desk on the Emergency Hotline, Extension 55555.
  - C. If unable to make contact with the Security Desk, contact one of the following TRCC officials in the most expeditious fashion to initiate Lock Down Procedures:
    - i. Dean of Administration (Ext. 59002);
    - ii. Dean of Student Services (Ext. 59003)
  - D. Be thoroughly familiar with and follow the Lock Down Procedures as described in the next section of this plan.
  - E. Take steps to ensure your own safety and the safety of others.
  
2. **PRIMARY LEVEL:** This level describes an individual who poses imminent danger and who has expressed intent to harm another individual. He or she might have a plan and means for carrying out that plan. He or she might also have experienced traumatic situations and behavioral changes. This individual, while not threatening another individual's life now, may do so later. In this situation you should:
  - A. Notify the Campus Security via the Emergency Hotline, Extension 55555 for their assistance and to make notification to the following college officials.
    - i. Dean of Administration (Ext. 59002),
    - ii. Dean of Students (Ext. 59003),
    - iii. Academic Dean (Ext. 59004),
    - iv. Director of Human Resources (Ext. 59298).
    - v. After normal operating hours, the Evening Services Assistant (Ext. 59016).

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<sup>i</sup> Columbine High School, Littleton, Colorado shooting perpetrated by Eric Harris and Dylan Klebold who killed 13 people including themselves on April 20, 1999.

<sup>ii</sup> Virginia Tech, Blacksburg, Virginia shooting perpetrated by Seung-Hui Cho who killed 32 people on April 16, 2007, then committed suicide as police closed in.