



# 2019 Annual Conference

Lake Placid, New York

Active Shooter Awareness

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Presented by:

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Sergeant Scott E. Barrett is assigned as the New York State Police, Troop "B", Emergency Management Noncommissioned Officer whose area of responsibility covers, Clinton, Essex, Northern Hamilton, Franklin and St. Lawrence Counties. In addition to this Sergeant Barrett is also the Troop B Unmanned Aerial Systems coordinator, who is in charge of all the Troop B UAS assets and is a Part 107 Pilot. Sergeant Barrett is also the Administrative Officer for the New York State Police, North/Capital, Contaminated Crime Scene Emergency Response Team which covers Troop B and G from the Albany area North that handles the processing of all the clandestine laboratories. Sergeant Barrett has been a member of the Division of State Police since January 2002, during which he has held numerous other roles, some of which include Crime Scene Technician, Traffic Incident Management, and Station Line Sergeant. Prior to his employment with the New York State Police he served over 5 years with the United States Air Force and during this time of service, he received an associate degree in Criminal Justice through the Community College of the Air Force.



# Active Shooter Awareness



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**IS-907 –**  
**Active Shooter:**  
**What You Can Do**



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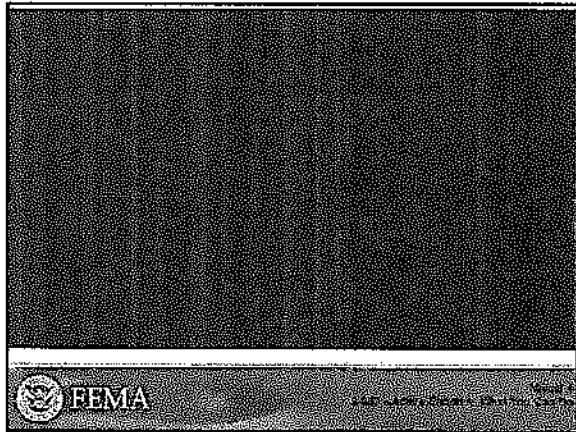
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**Course Administration**

- Sign-in sheet
- Course evaluation forms
- Site logistics
  - Emergency procedures
  - Breaks
  - Restrooms
  - Cell phones



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**DISPATCHER:**  
"911, what is the nature of your emergency?"

**CALLER:**  
"There's somebody with a gun in the main entrance to the mall and I don't..."

Active shooter situations are unpredictable and evolve quickly.

Are you prepared?

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## Course Objectives

- Describe actions to take when confronted with:
  - An active shooter.
  - Law enforcement officers who are responding to the situation.
- Recognize potential workplace violence indicators.
- Describe actions to take to prevent and prepare for potential active shooter incidents.
- Describe how to manage the consequences of an active shooter incident.



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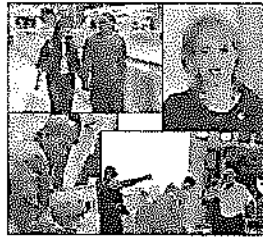
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## Active Shooter Incidents

Where we:

- Shop
- Exercise free speech
- Learn
- Work



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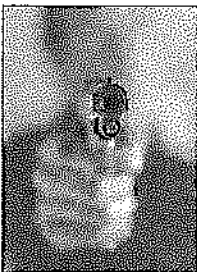
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## Active Shooter Situations



- Unpredictable.
- Evolve quickly.
- Continue until stopped by law enforcement, suicide, or intervention.



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## Active Shooter Profile

- An active shooter is an individual actively engaged in killing or attempting to kill people in a confined space or other populated area. In most cases, active shooters use firearms and there is no pattern or method to their selection of victims.
- Active shooter situations are unpredictable and evolve quickly. Typically, the immediate deployment of law enforcement is required to stop the shooting and mitigate harm to victims. Active shooters usually will continue to move throughout building or area until stopped by law enforcement, suicide, or other intervention.



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## Generally Two Main Types of Active-Shooter Attacks:

- Spontaneous or Near-Spontaneous Shootings
- Planned Shootings



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## *Spontaneous or Near-Spontaneous Shootings*

- Often initiated by a subject who experiences a significant negative event, such as job termination, a bad employee review, bullying, isolation or some kind of mental breakdown.
- May be the "last straw" for someone who has been ready to act out and may have been fantasizing about some kind of retribution.
- In several situations, the perpetrator leaves the premises to retrieve a firearm, then returns and starts killing people. Some are purposeful targets, some are at random.



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*Spontaneous or Near-Spontaneous Shootings*

- Little premeditation and planning.
- Common for the action to take place on the same day as the triggering event.
- Most attackers do not plan on surviving.
- In some cases they kill themselves after the initial "flurry," or when cornered or pinned down by law enforcement.
- They also have been known to perform "suicide by cop."



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*Planned Shootings*

- Far less common than spontaneous events, but they present additional complications and usually result in more casualties.
- Perpetrators may factor in police and EMS response to their sequence of events and countermeasures.



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*Planned Shootings*

- Preplanning accomplishes several goals for the shooter.
- Intended targets are less likely to escape, or they may be herded towards a "kill zone."
- Delay the first responders and buys time for the perpetrator to execute more people.

**SIMPLY STATED, THE MORE TIME THE PERPETRATOR HAS, THE MORE CASUALTIES THERE WILL BE.**



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### Statistical Generalities

Although still RARE, active shooter incidents in the U.S. have increased since 2000.

- 2000-2005 – avg. 7.5 incidents/year
- 2006-2012 – avg. 15 incidents/year
- 2013- 17 incidents
- 2014-2016 – 20 incidents/year
- 2017 – 30 incidents
- 2018- 27 incidents



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### Venues (2000-2017)

- Commerce – 42% (105 incidents)
- Education – 20.8% (52 incidents)
- Open Space -14% (35 incidents)
- Government – 10% (25 incidents)
- Residences – 4.8% (12 incidents)
  - Health Care - 4% (10 incidents)
- House of Worship – 4% (10 incidents)
  - Other – 0.4% (1 incident)
- \*In nearly 40% of cases, shooter had no apparent relationship to the shooting location or victims



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### Statistical Generalities

- Perpetrators are virtually always males over (94%) and are usually Caucasian. (2000-2017 only 5 were females, 1 was male and female combo, 1 unknown)\*
- Vast majority of active-shooter incidents, the shooter acted alone.
- Most assailants tend to have limited positive, stable relationships with family, friends, co-workers, or members of community.
- A Quarter (25%) of the shooters had known, formal diagnosis of mental illness prior to attack.



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### Statistical Generalities

- 2/3 of shooters had NO prior criminal history... so not well known to law enforcement.
- Half the time, perpetrator displayed clear warning signs they may engage in violent behavior. However, due to limited social networks signs were unheeded.
- 75% of cases, shooter lived within 8 miles of the targeted location.
- Most attackers did not threaten their targets directly prior to advancing the attack.



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### Statistical Generalities

- Median time from first report to the event ending was 3 minutes.
- By 9 minutes, vast majority of shooters (73%) had stopped shooting.
- In over half (53%) of the incidents, the shooting had ended BEFORE law enforcement arrival.\*
- In over half (53%) of incidents, the perpetrator killed himself.\* The remaining incidents people on the scene subdued or shot the shooter, and in a few rare cases, the suspect fled (4%).



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### Statistical Generalities

- Explosive devices were rarely used or brought to the location (2%).
- Weapons of choice:
  - Handgun (vast majority semi-automatic (60)).
  - Rifle (27%).
  - Almost 40% of all cases, shooters carried multiple weapons.
  - Over half of incidents, guns were legally obtained. Those illegally obtained were either stolen from family/friends, "straw purchases," or misrepresentation of details on gun applications.



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### Statistical Generalities

- Shooters still active upon law enforcement arrival were twice as likely to commit suicide as to surrender.
- Those shooters that were stopped by police, most (70%) were shot. The remainder were physically subdued.



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### Statistical Generalities

- Only about 1 in 3 shooters engaged in "extensive planning," that is, preparation beyond just acquiring weapons and ammunition.
- "Extensive Planning" included:
  - Obtaining or drawing diagrams of the attack location
  - Possessing a "hit list"
  - Wearing body armor
  - Acquiring equipment/supplies to trap victims or hinder LE response
  - Preparing a manifesto
  - Blogging about the attack
  - Developing a media kit.



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### Statistical Generalities

- Perpetrators are virtually always males and are usually Caucasian.
- Vast majority of active-shooter incidents, the shooter acted alone.
- Most incidents were "over" within 10-15 minutes...
- ...meaning the perpetrator had committed suicide, was killed by police, was placed under arrest, or fled the scene.
- Explosive devices were rarely used.



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## Law Enforcement's Role - Prior to Columbine



- Historically, local law enforcement would wait for a well-armed and trained SWAT team to make entry into the crisis site.
- Clearly this delay allows the perpetrator to continue unimpeded in his efforts and more lives would be lost.




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## Law Enforcement's Role Now - Immediate Action Rapid Deployment (IARD)



- Takes an aggressive approach, encourages taking whatever assets are immediately available and becoming a "contact team."
- Law enforcement's immediate 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.
- The first officers to arrive at the scene will not stop to help injured persons because their first priority is life safety, so they will need to secure the scene first.
- Officers arriving on scene may be coming from many different duty assignments and will likely be in various types of uniforms and even in street clothes. Do not be surprised by the variances in appearance.




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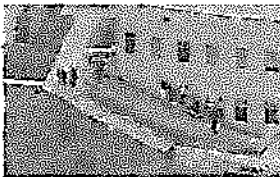
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IN THE MEANTIME, OTHER FORCES BEGIN TO MUSTER AND STAGE OUTSIDE. THIS INCLUDES A VARIETY OF LAW ENFORCEMENT, FIRE DEPARTMENT AND OTHER EMS ASSETS.

- Additional officers are assembled into evacuation and rescue teams.
- Rescue teams will emergently treat and remove any injured persons. These teams may also request able-bodied individuals to assist in removing the wounded from the premises.
- Ideally, a quick command post that embraces the concept of "unified command" is set up. This should include law enforcement, fire, EMS and an agency representative who is familiar with the inner workings, layout and procedures of the facility/school.




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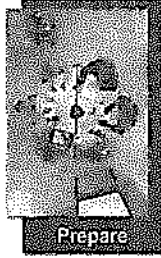
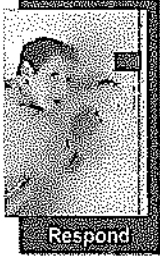
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## Course Topics



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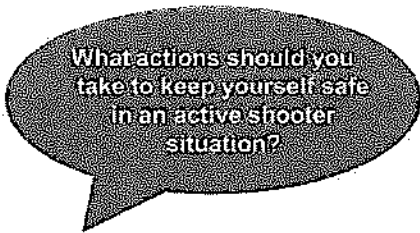
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## Discussion: Response



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## How To Respond



- Evacuate
- Hide Out
- Take Action



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**To increase your odds of survival:**

- Know your options for response ahead of time to react decisively.
- Depicting scenarios and considering response actions in advance will help individuals and groups to quickly select the best course of action.
- Survival mindset can increase odds of survival.
- Be PROACTIVE and commit to action!



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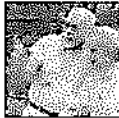
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**Evacuate (1 of 2)**

- Have an escape route and plan in mind.
- Leave your belongings behind.
- Help others escape, if possible.
- Evacuate regardless of others.
- Warn/prevent individuals from entering.



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**Evacuate (2 of 2)**

- Do not attempt to move wounded people.
- Keep your hands visible.
- Follow police instructions.
- Call 911 when safe.



Why do police need to see your hands?



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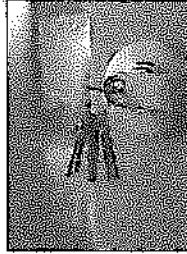
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## Hide Out

Your hiding spot should:

- Be out of the active shooter's view.
- Provide protection if shots are fired.
- Not restrict options for movement.



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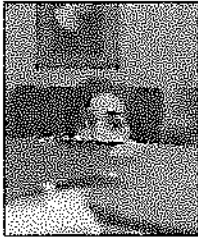
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## Keeping Yourself Safe While Hiding



If the shooter is nearby:

- Lock the door.
- Hide behind large item (e.g., cabinet, desk).
- Silence cell phone/pager.
- Remain quiet.



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## Important Information

Provide law enforcement or 911 operators with:

- Location of shooter.
- Number of shooters.
- Physical description of shooters.
- Number and types of weapons.
- Number of potential victims.



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### Take Action



As an absolute last resort:

- Act as aggressively as possible.
- Improvise weapons and throw items.
- Yell.
- Commit to your actions.



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### Reacting to Law Enforcement

- Remain calm.
- Put down any items.
- Raise hands and spread fingers.
- Avoid quick movements.
- Avoid pointing, screaming, or yelling.
- Proceed in direction from which officers are entering.



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### Safe Location



Area controlled by law enforcement until:

- The situation is under control.
- All witnesses are identified and questioned.



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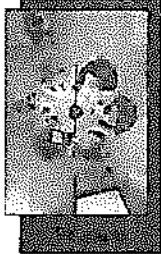
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## Course Topics



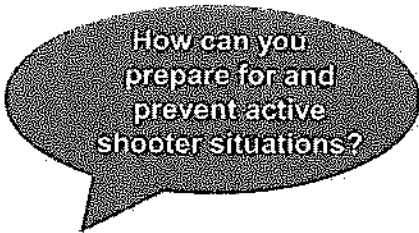
Respond



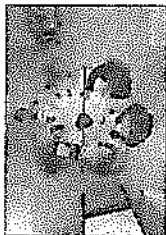
Follow Up



## Discussion: Preparation



## How To Prepare



- Develop an Emergency Action Plan.
- Conduct training.
- Recognize indicators of potential workplace violence.



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## Developing an Emergency Action Plan

Get input from:

- Human resources department.
- Training department.
- Facility owners/operators.
- Property manager.
- Local law enforcement and emergency responders.



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## Components of an Effective Plan

- A preferred method for reporting different types of emergencies
- An evacuation policy and procedure
- Emergency escape procedures and route assignments
- Contact information for individuals to be contacted under the Emergency Action Plan
- Information concerning local area hospitals
- An emergency notification system to alert various parties of an emergency



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## Conducting Training



Employee training should include:

- Identifying the sound of gunfire.
- Reacting quickly.
- Calling 911.
- Reacting when law enforcement arrives.
- Adopting a survival mindset during a crisis.



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### Meet Everyone's Needs

Ensure that plans assess and provide for functional needs:

- Hearing or sight
- Mobility
- Limited or no English proficiency



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### Facility Manager Responsibilities (1 of 2)

- Institute access controls.
- Distribute critical items.
- Assemble crisis kits.
- Activate the emergency notification system.
- Ensure two evacuation routes.
- Coordinate with the facility's security department.



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### Facility Manager Responsibilities (2 of 2)

- Post evacuation routes.
- Place removable floor plans near entrances and exits.
- Include law enforcement and first responders in training.
- Encourage active shooter training.
- Foster a respectful workplace.
- Be aware of workplace violence indicators.



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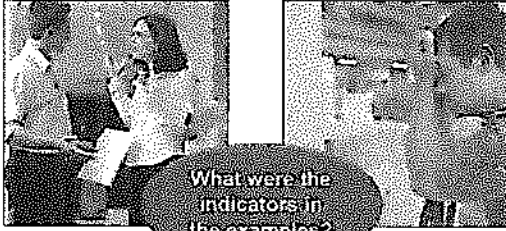
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## Recognizing Indicators of Violence



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## Workplace Violence Indicators

- May be current or former employee.
- May display characteristics of potentially violent behavior.



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## Human Resources Responsibilities

- Conduct effective background checks.
- Create system for reporting violent behavior.
- Make counseling available.
- Develop plan dealing with an active shooter situation.



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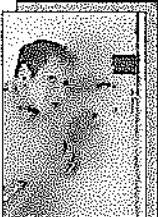
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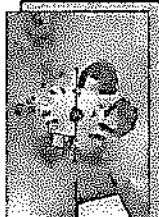
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## Course Topics



Respond



Prepare



Follow Up



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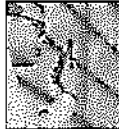
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## How To Follow Up

### Important to:

- Manage consequences.
- Capture lessons learned



### Results:

- Promotes well-being of those involved
- Facilitates preparedness for future emergencies



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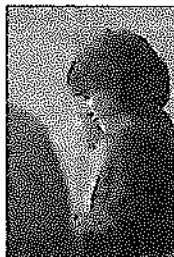
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## Managing the Consequences

- Determine who is missing or injured.
- Determine a method for notifying families.
- Assess psychological state of individuals.
- Identify and fill critical personnel or operational gaps.



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### Lessons Learned

- Document response activities.
- Identify successes and failures.
- Provide analysis of existing plan effectiveness.
- Describe plans for improvements.



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### Course Summary

- Evacuate, hide, take action.
- Call 911 when it is safe to do so.
- Always take note of the two nearest exits.
- Be aware of your environment and possible dangers.



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