



Active Shooter: Preparation & Prevention

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What is Workplace Violence?

Definition

Workplace violence (WPV) or occupational **violence** refers to **violence**, usually in the form of physical abuse or threat, that creates a risk to the health and safety of an employee or multiple employees.

Workplace violence – Wikipedia

en.wikipedia.org/wiki/Workplace_violence

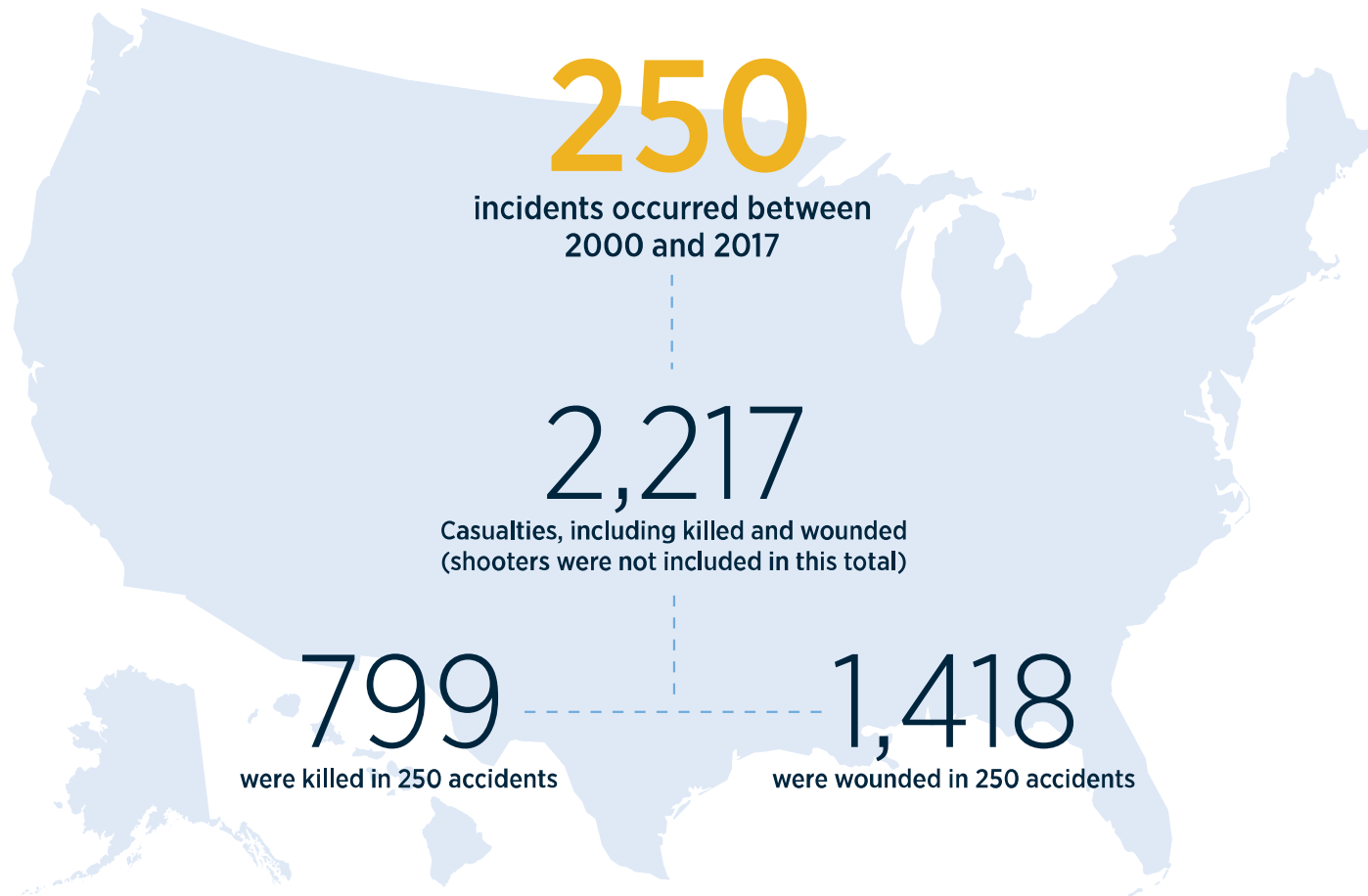
Active Shooter Incidents

FBI - Designated



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Source: Federal Bureau of Investigation, 2017

250 Active Shooter Incidents

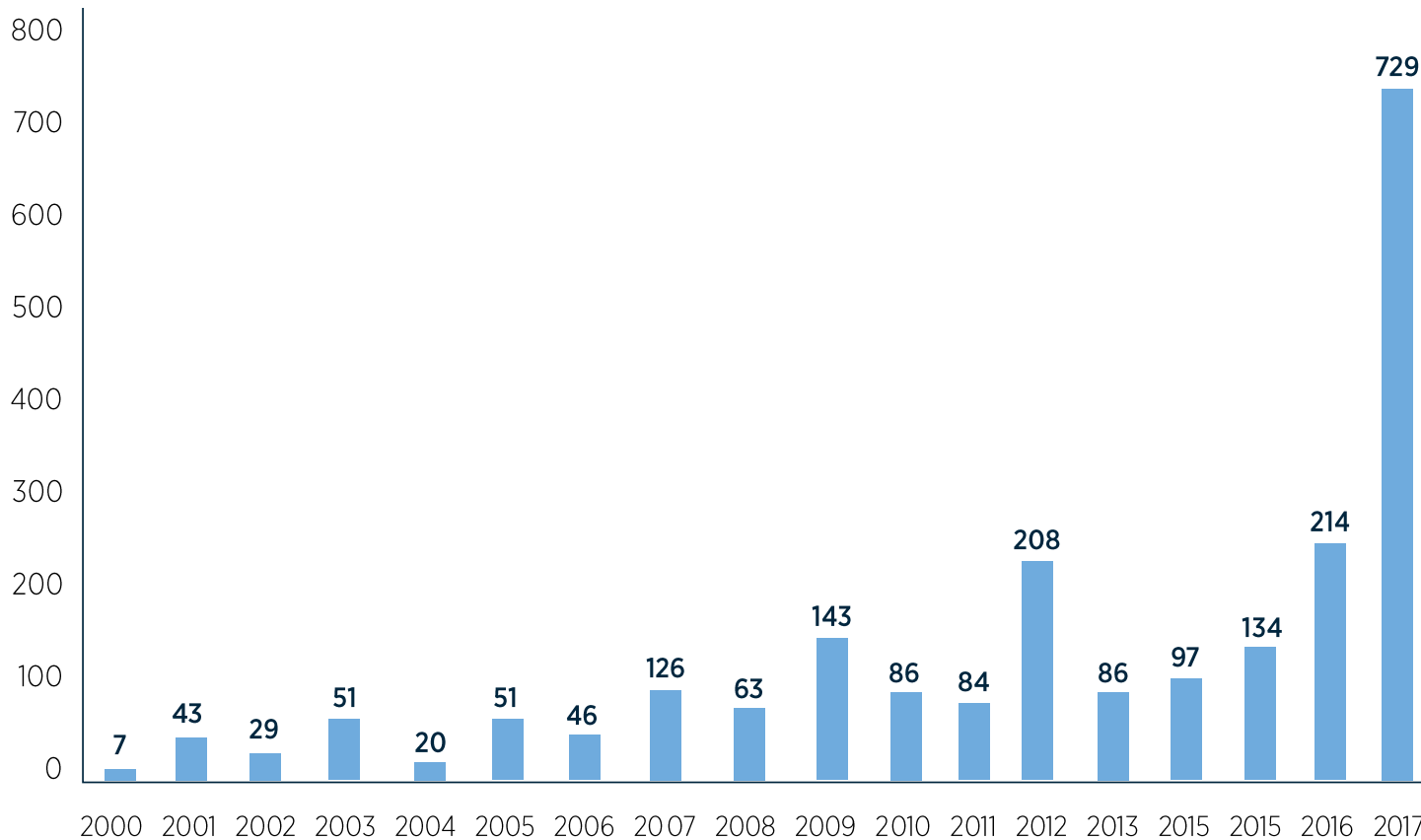
In the U.S. from 2000–2017



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Casualties Per Year



Source: Federal Bureau of Investigation, 2017

250 Active Shooter Incidents

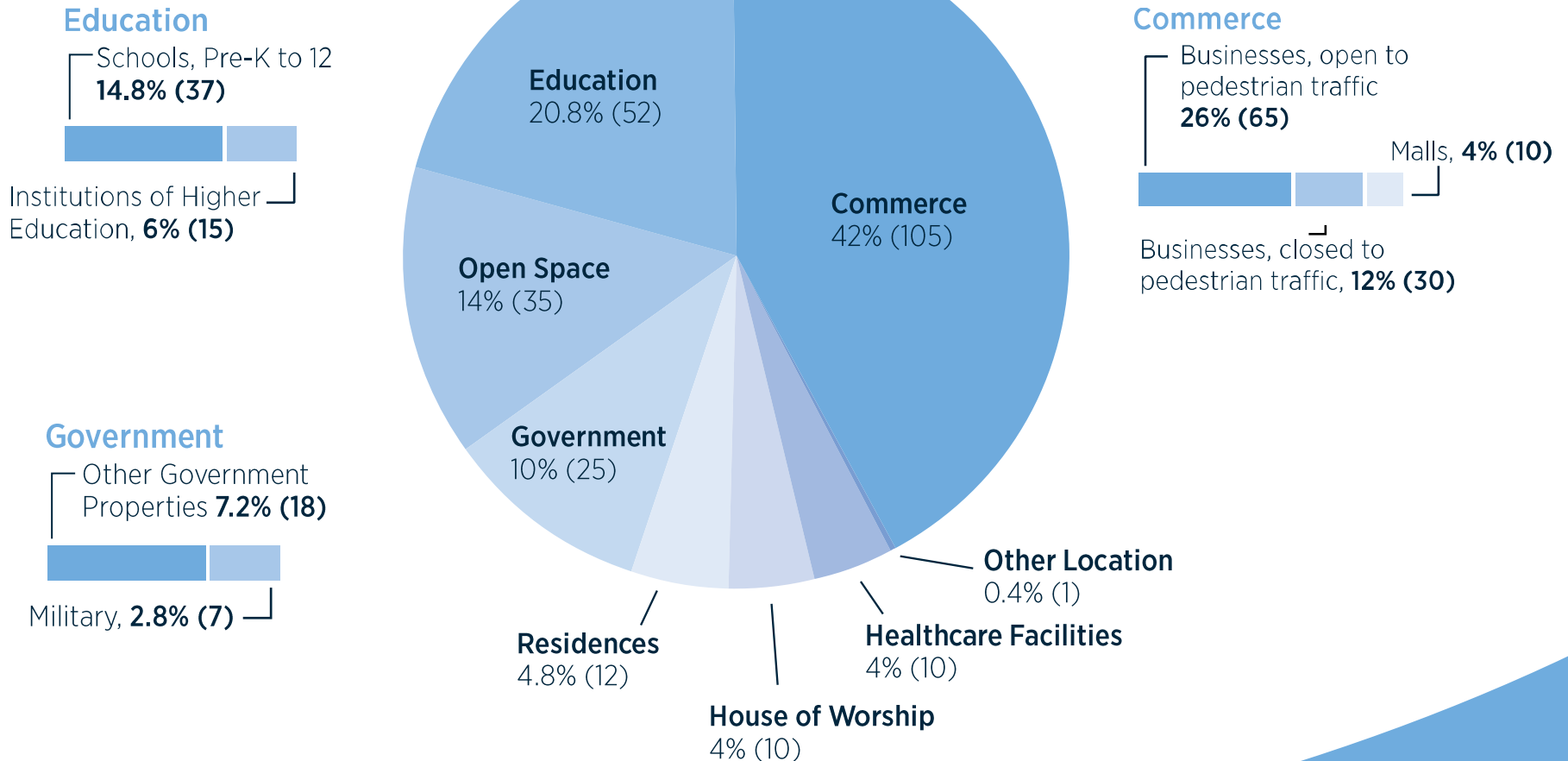
In the U.S. from 2000–2017



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Location Categories



Source: Federal Bureau of Investigation, 2017

Active Shooter Statistics



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12 min
Average active
shooter incident

2% shooters
bring IEDs
as additional
weapons.

10%
of shooters stop
and walk away.

37%
last less than 5 mins

98% incidents with a
single shooter.

97% are male;
40% commit suicide

20%
of shooters travel to
multiple locations.

Active-shooter incidents often occur in **small-** and **medium-sized communities** where police departments are limited by **budget constraints** and **small workforces**.



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Active Shooter Statistics

43%

of incidents
are over before
police arrive

75%

of patrol officers
responding alone have
to take action.

1 in 3

of patrol officers
responding alone have
to take action.

57%

of incidents are still
underway when
police arrive

The shooter often **stops as soon as he hears or sees law enforcement**, sometimes turning his anger or aggression on law enforcement.

Establish an Effective Emergency Plan

Developing Situational Awareness

- The first element of being prepared is developing situational awareness—becoming more aware of your surroundings and identifying potential threats. This is about developing a mind-set rather than a specific set of skills and anyone can do it if they have the resolve to do so.
- As a starting point, you must recognize that threats do exist. If you are in denial about the potential for a threat, your chance of recognizing an emerging threat quickly enough—and avoiding it—will be very small.
- You must also take responsibility for your own security. The ‘authorities’ cannot be everywhere and stop every AS or MTFA, so people need to protect themselves.



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Establish an Effective Emergency Plan



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Developing Situational Awareness

Situational awareness also includes trusting your 'gut' or instinct. Often a person's subconscious can notice subtle signs of danger that the conscious mind has difficulty identifying.

For example, have you ever had a feeling of danger without being able to put your finger on why? **Ignoring such feelings can lead to serious trouble.**

Practicing situational awareness requires discipline and a conscious effort to pay attention to your surroundings and instincts, even when you are busy and distracted. It's easy for even obvious danger or hostility to go unnoticed if you are distracted, so individuals need to learn to be observant while doing other things.



Understanding where you are most vulnerable.

- It is important to understand the locations in which you are potentially most vulnerable. This is not just important for avoiding armed attacks, but also other types of crime, such as muggings.
- No one can remain highly alert at all times—that would create a state of paranoia. Therefore, you need to distinguish between the different levels of risk in the different places you go to.
- Using a ‘traffic lighting’ system—where places are assigned one of three levels of risk—can be helpful for identifying when you need to be at your most vigilant, and when you can be more relaxed.

Understanding where you are most vulnerable.



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- **Red areas** are places that have been attacked in the past and/or which you are unfamiliar with, such as stations, airports and other transport hubs, and shopping malls. In the workplace, they may be areas that you have not been before. Be very aware of everything around you and look for potential threats.
- **Amber areas** are places that you are reasonably familiar with, such as places that you socialize at occasionally. Be slightly more relaxed, but remain alert and notice anything unusual.
- **Green areas** are places that you are very familiar with, such as your own neighborhood or restaurants/shopping areas that you use frequently. In your workplace, this would be your workspace or areas that you are in every day.

One reason why these are lower risk is that you will know instinctively where to run or take cover.



Avoiding Distractions



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When you are in a **'red'** location in particular, the following steps can help to keep you safe:

- Never be distracted, either by personal media or activities around you.
- Wear clothing that allows you to move quickly if you have to.
- Do not wear headphones or ear buds.
- Do not read or play games on portable devices.
- Do not stay there for an extended period if there is a safer place to move to.

Identifying Threat Indicators



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- Threat indicators are events or activities that could indicate an armed attack event is being planned or about to take place.
- They give you a better picture of what is happening around you and can prompt preventive actions.
- Threat indicators often go unnoticed unless you are actively aware of what to look for.

Identifying Threat Indicators

High levels of security

- Security is present in every part of our daily lives and is often unnoticed and discreet. However, identifying the level of security in a given location, particularly a red location, can be a useful indicator of the level of threat.
- Security measures such as control of access, physical barriers, searches and armed guards should promote confidence and peace of mind

BUT should also indicate that you should be more alert and prepared to act as a threat has clearly been identified.



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Identifying Threat Indicators

Suspicious Behavior

Any activity or behavior that is unusual is a threat indicator.

For example:

- Individuals observing, photographing/sketching or taking notes of any security measures or staff procedures
- Unattended luggage or packages left in crowded public areas
- Clearly agitated, aggressive or chanting strangers
- Vehicles parked in restricted areas
- Any vehicle driving erratically or in a pedestrian area

Suspicious or unusual activities should be reported to security staff without delay. If there is no opportunity to report a situation or activity, move to a safe location and call the police to report the incident.



Visualizing potential threats and responses.

- Whatever situation you are in, it is useful to visualize what could happen; and what your response would be.
- When you are visualizing scenarios, you are constantly evolving a plan of action, which means that you are more likely to react appropriately should a real crisis occur.

Think About:

- What could happen – and what you would do in that situation
- How you could get out
- Where you could hide/possible safe havens
- Who could help you
- Who you could call
- What else could protect you



Actions that can help keep you safe during an attack.

- Recognize the danger and don't wait—move.
- Locate the nearest emergency exit and leave immediately.
- If you cannot run, take cover somewhere that will protect you from any gunfire, and observe what is going on around you.
- Try to keep the attackers at a distance.
- If you can, create obstacles between you and the attackers—for example, lock or barricade doors, draw curtains/blinds, switch off elevators and lights.
- Adopt a boxer's stance in a physical confrontation to keep your balance and stay upright.
- Use bundled clothing, luggage or chairs as protection against knife attacks.

Actions that can help keep you safe during an attack.



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- Keep at least one yard away from a knife attacker at all times.
- Communicate with the emergency services when it is safe to do so.
- Look for protective obstacles in the street if there is a vehicle ram attack, such as fire hydrants, light posts or parked cars.
- Immediately move away from any loud bang, sound of gunfire or other confrontation.
- Leave immediately if an alarm sounds or you are told to evacuate.

U.S. Department of Homeland Security Guidelines



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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
- Attempt to take the active shooter down as a last resort

Contact your building management or human resources department for more information and training on active shooter response in your workplace.

PROFILE

OF AN ACTIVE SHOOTER

An active shooter is an individual actively engaged in killing or attempting to kill people in a confined and populated area, typically through the use of firearms.

CHARACTERISTICS

OF AN ACTIVE SHOOTER SITUATION

- Victims are selected at random
- The event is unpredictable and evolves quickly
- Law enforcement is usually required to end an active shooter situation



CALL 911 WHEN IT IS SAFE TO DO SO

HOW TO RESPOND

WHEN AN ACTIVE SHOOTER IS IN YOUR VICINITY

1. RUN

- Have an escape route and plan in mind
- Leave your belongings behind
- Keep your hands visible

2. HIDE

- Hide in an area out of the shooter's view
- Block entry to your hiding place and lock the doors
- Silence your cell phone and/or pager

3. FIGHT

- As a last resort and only when your life is in imminent danger
- Attempt to incapacitate the shooter
- Act with physical aggression and throw items at the active shooter

CALL 911 WHEN IT IS SAFE TO DO SO

HOW TO RESPOND

WHEN LAW ENFORCEMENT ARRIVES

- Remain calm and follow instructions
- Put down any items in your hands (i.e., bags, jackets)
- Raise hands and spread fingers
- Keep hands visible at all times
- Avoid quick movements toward officers such as holding on to them for safety
- Avoid pointing, screaming or yelling
- Do not stop to ask officers for help or direction when evacuating

INFORMATION

YOU SHOULD PROVIDE TO LAW ENFORCEMENT OR 911 OPERATOR

- 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



Preventing an Active Shooter

Checklist

- ☒ Multidisciplinary threat evaluation and management
- ☒ Visual weapons screening
- ☒ Pattern matching and recognition
- ☒ Anonymous reporting systems
- ☒ Banning potential violators
- ☒ Effective use of crime prevention through environmental design
- ☒ Good physical perimeter security
- ☒ Robust visitor screening and management
- ☒ Security and ballistic windows in key areas



Preventing an Active Shooter

Checklist

- ✓ Properly screened, trained and equipped security and law enforcement officers
- ✓ Monitoring of social media
- ✓ Intelligence databases
- ✓ Internal and interagency information sharing
- ✓ Gun detection canines
- ✓ Security camera technology
- ✓ License plate recognition cameras
- ✓ Entry point metal detection
- ✓ Robust intrusion detection systems



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Easy Things To Do Now

Actions that can help keep you safe.

- 1 Establish zero tolerance for aggression in the workplace
- 2 Create and maintain a respectful workplace
- 3 If you see something, say something
- 4 Gallagher has several risk management products and services that can help keep you safe. Contact your local broker for additional details.



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Questions?

Thank you for attending!

You will receive an email within the next few days with a link to this recording and PPT.

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