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Work Place Violence & Active Shooter Response

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Work Place Violence & Active Shooter Response

Workplace Stress

Workplace Violence

- ▶ Can result in:
 - Personal injury
 - Damaged property
 - Impede the normal course of work
 - Cause workers/managers/customers to fear for their safety



Workplace Violence

- ▶ Threats
- ▶ Assaults
- ▶ Harassment
- ▶ Stalking
- ▶ Intimidation
- ▶ Domestic Violence
- ▶ Bullying
- ▶ Workplace Homicides



Behaviors of Concern

- ◆ There are behaviors that suggest the potential for future violence
 - ◆ If there's a behavior that makes you uncomfortable, it's best to listen to what may be an intuitive warning
 - ▶ If you see something or sense something, **say** something
 - ▶ May be an innocent explanation for behavior
 - ▶ If left unaddressed, could escalate and contribute to a toxic work environment



Behaviors of Concern

- ◆ The following may alert supervisors to potential problems
 - ◆ Threats, frequent aggressive outbursts, or excessive displays of temper
 - ◆ History of threats/violent acts
 - ◆ Ominous fascination with weapons and/or references to weapons, violent media content, or violent events

Behaviors of Concern

- Verbal abuse of co-workers and customers, or harassment through phone calls or emails
- Bizarre comments or behavior, including violent content
- Holding grudges, inability to handle criticism, making excuses, and blaming others
- Chronic, hypersensitive complaints about persecution
- Making jokes or offensive comments about violent acts

Workplace Violence Formula

Awareness + Action = Prevention

You can do something about many situations

Action has to be appropriate

Without awareness and willingness to act, you truly become vulnerable

What is an active shooter?

One or more subjects who participate in a shooting spree, demonstrating their intent to *continuously* harm others. Their overriding objective appears to be mass murder, rather than other criminal conduct, such as robbery, hostage taking, etc.

Source: National Tactical Officers Association



Why do we train?

► **FBI Study:**

- 69% of incidents end in five minutes or less.
- 2000-2006: average of 6 incidents per year
- 2013-2015: average of TWENTY.

Average Police Response is 12min.

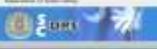




There is no single strategy, standard or manual that can adequately prepare an organization for every future event.

There is no expert that can and will know what to do under all circumstances because the circumstances are unknown.

2025-2026 Emergency



Critical Incident Response Kit

- ▶ Kit should be in a secure, but accessible place.
 - Floor Plans
 - ▶ Fire alarm turn-off, utilities shut-off, sprinkler shut-off, cable TV shut-off
 - Evacuation Plan
 - ▶ Exit routes & rally points
 - Keys &/or Codes
 - Staff Rosters
 - First Aid Kits for trauma



2025-2026 Emergency



Safety Measures

- ▶ Announce ACTIVE SHOOTER or other emergencies using plain language. No code words.
- ▶ When a lockdown is announced, tell other employees in a clear calm voice.
- ▶ Make sure to include temp workers, custodial, and other agencies in the building.
- ▶ Send visitors to a predetermined rally point. Do not allow them to re-enter the building.



2025-2026 Emergency



Safety Measures

- ▶ Have a predetermined exit strategy
- ▶ Magnetometers
- ▶ Officer Presence
- ▶ Security Cameras
- ▶ Identify issues that may cause controversy
- ▶ Inform Authorities of threats or other concerns



How do I respond to an Active Shooter?

- ▶ Run (AVOID the attacker)
 - Get away from the shooter. Think out escape routes prior to an emergency.
 - Move quickly. Do not stop to remove injured victims or to gather personal belongings.
 - As you exit the building, keep your hands visible.
 - Follow all police instruction.

How do I respond to an Active Shooter?

- ▶ Hide (DENY Access)
 - Take cover in a locked room.
 - Turn off all lights and silence cell phones.
 - Barricade the door with heavy desks/copiers.
 - Stay away from windows and doors.
 - Remain quiet.

How do I respond to an Active Shooter?

- ▶ Fight (DEFEND yourself at all cost) /Counter
 - Form a plan in case the shooter makes it to your location.
 - Use weapons that are available to you (fire extinguishers, pens, staplers, computer monitors.)
 - SWARM!!!

DIAL 911!

Have ONE person CALL 911 and provide:

- ▶ "This is (give your location) and we have an active shooter on the property/in the building, gunshots fired."
- ▶ Description of attacker and their last location
- ▶ Victims?
- ▶ Suspicious devices or explosives?

Police Response

- ▶ Our objectives are to:
 - **Isolate** the suspect(s) from additional victims
 - **Distract** suspect's attention from victims, focus on police and put suspect under duress

*9 of 10 active shooters are suicidal

- **Neutralize** the threat (STOP THE KILLING)

*Most incidents are over in 7 to 9 minutes

Police Response

- ▶ Police will respond directly to the threat area.
 - Provide as much info to officers as possible.
 - 1st officers will not stop to render aid until the threat is eliminated
- ▶ Once the area is secure, officers will begin to evaluate medical needs.
- ▶ Officers may require individuals to remain in area. Be prepared to comply with all police directives.
- ▶ Establish the area as a crime scene
- ▶ Interview victims/witnesses

2011-2012



Questions?

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