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**Active Shooter Preparedness Overview**

**Old Dominion Chapter**

November 5, 2019



# Seminar Overview

- Recognition of the threat
- Standards and Legal Requirements
- Prevention - recognize, report, intervene
- Preparedness - plan, train, exercise

***Include persons with disabilities and access and functional needs in your planning.***

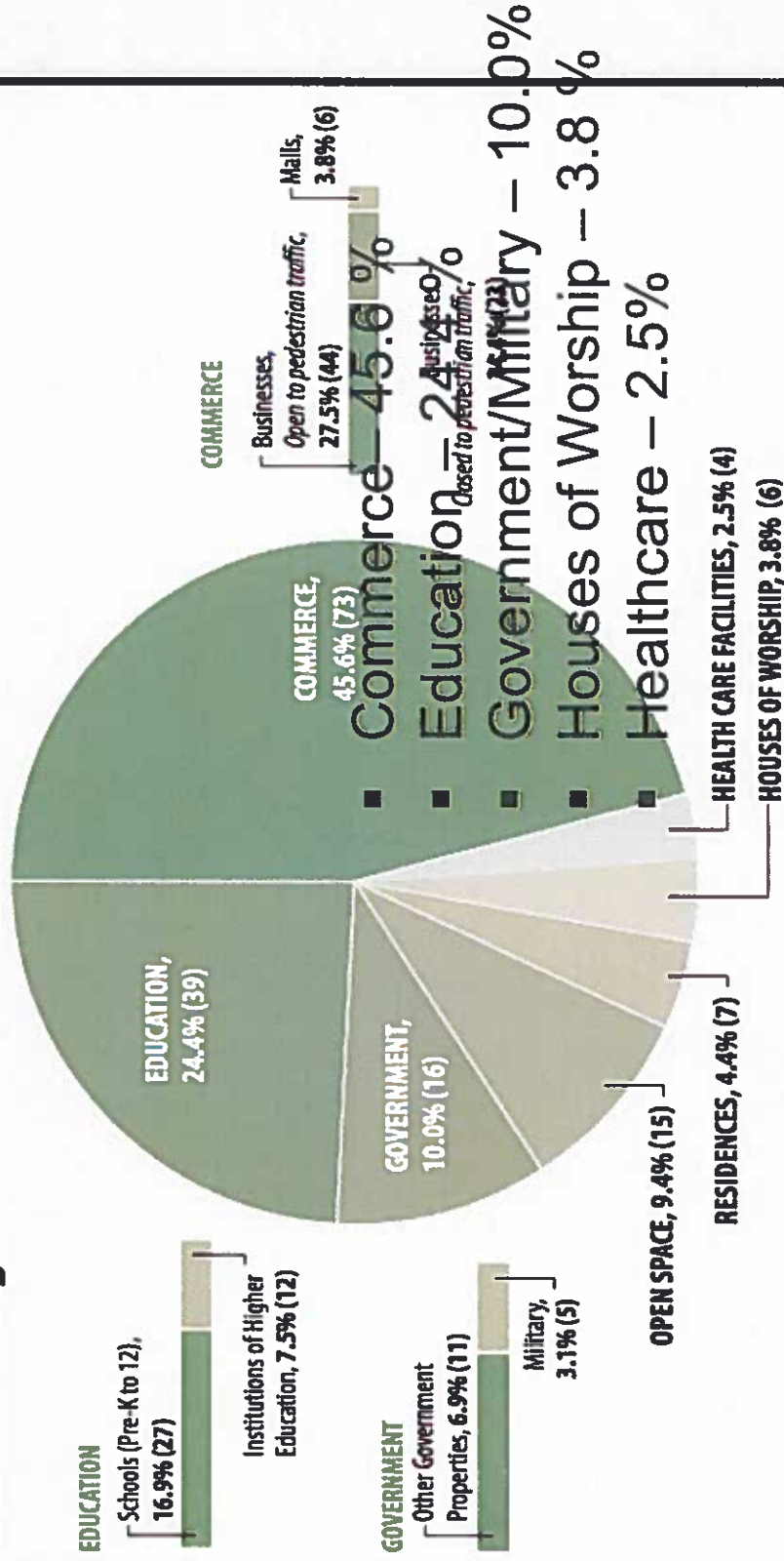


# Active Shooter

- Federal Definition - An individual engaged in killing or attempting to kill people in a populated area
- There often is no pattern or method to their selection of victims
- Most shootings are not classified as active shooter incidents
  - Domestic Violence
  - Drug Activity/Crimes
  - Gang Activity
  - Routine Criminal Incidents
  - Terrorism
- Approximately 500 workplace homicides each year
- Recommend using terms - extreme workplace violence, or active assailant

# Incident Location Categories

A Study of 160 Active Shooter Incidents in the United States Between 2000 - 2013:  
**Location Categories**

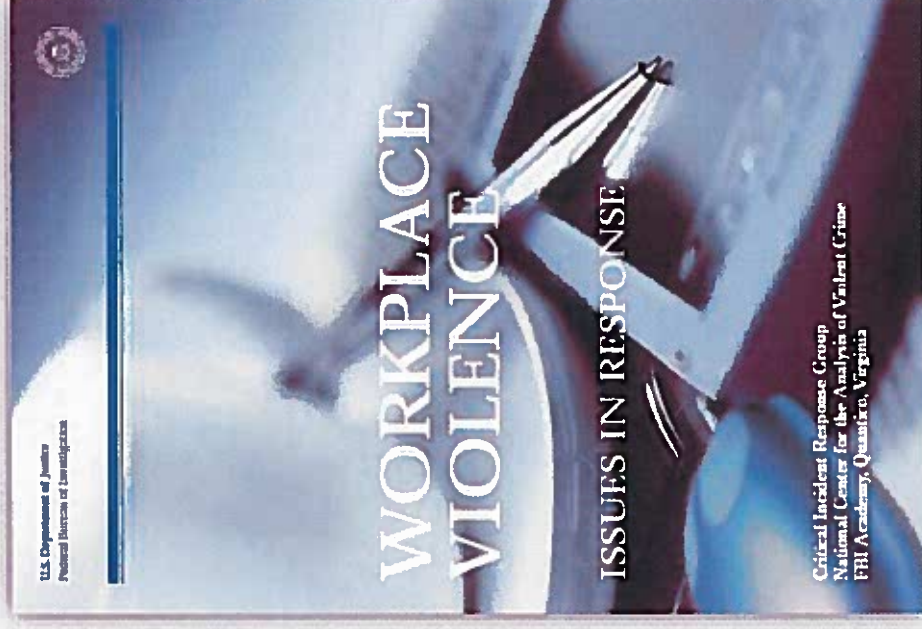


FBI Law Enforcement Bulletin. Active Shooter Events from 2000 to 2013, Active Shooter Incidents in the United States in 2014 and 2015



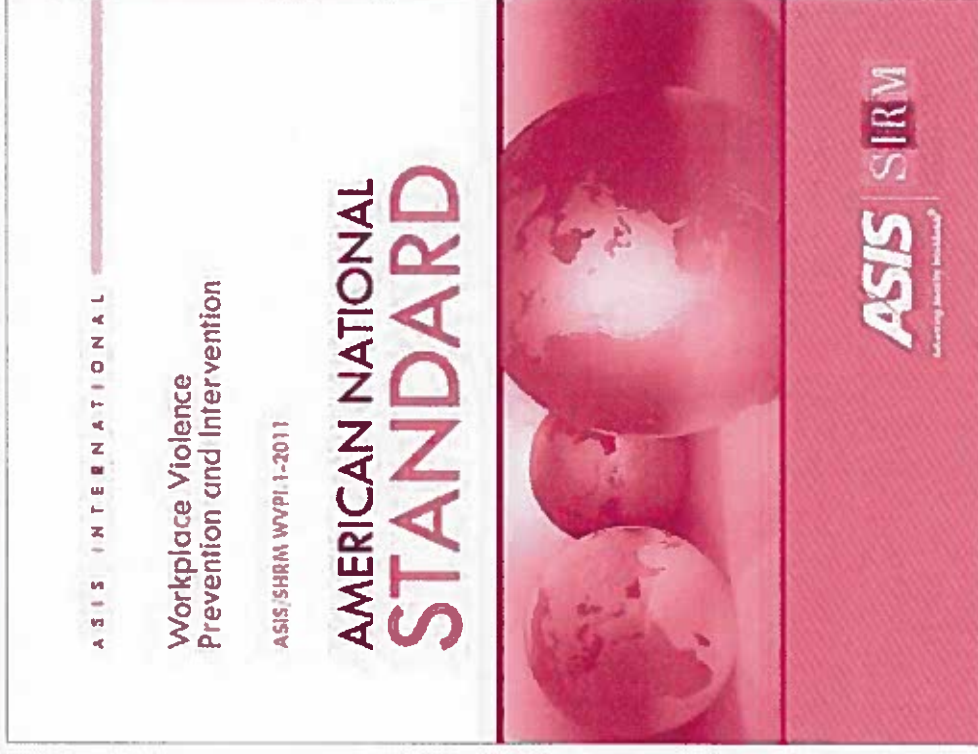
# Workplace Violence and Categories

- TYPE 1: Violent acts by criminals who have no other connection with the workplace but enter to commit robbery or another crime.
- TYPE 2: Violence directed at employees by customers, clients, patients, students, inmates, or any others for whom an organization provides services.
- TYPE 3: Violence against coworkers, supervisors, or managers by a present or former employee.
- TYPE 4: Violence committed in the workplace by someone who doesn't work there but has a personal relationship with an employee—an abusive spouse or domestic partner.



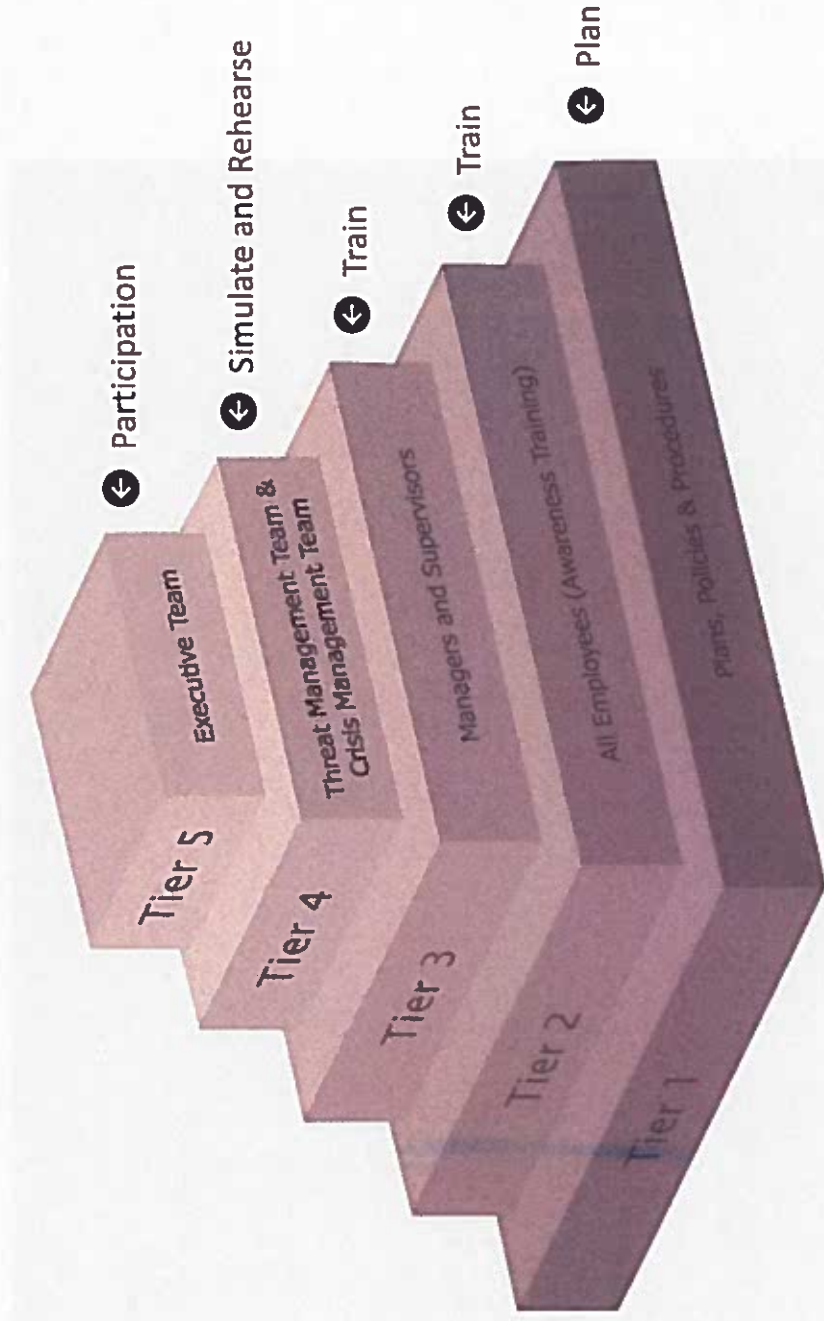
# Guidance & Oversight

OSHA General Duty Clause, Section 5(a)(1): Employers are required to provide their employees with a place of employment that "is free from recognizable hazards that are causing or likely to cause death or serious harm"



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# Roadmap to Compliance



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# Preventing the Next Active Shooter

- Train employees to recognize behaviors on the **pathway to violence**
- Instill a positive culture for reporting
- Develop intervention capabilities

**Awareness + Action = Prevention**

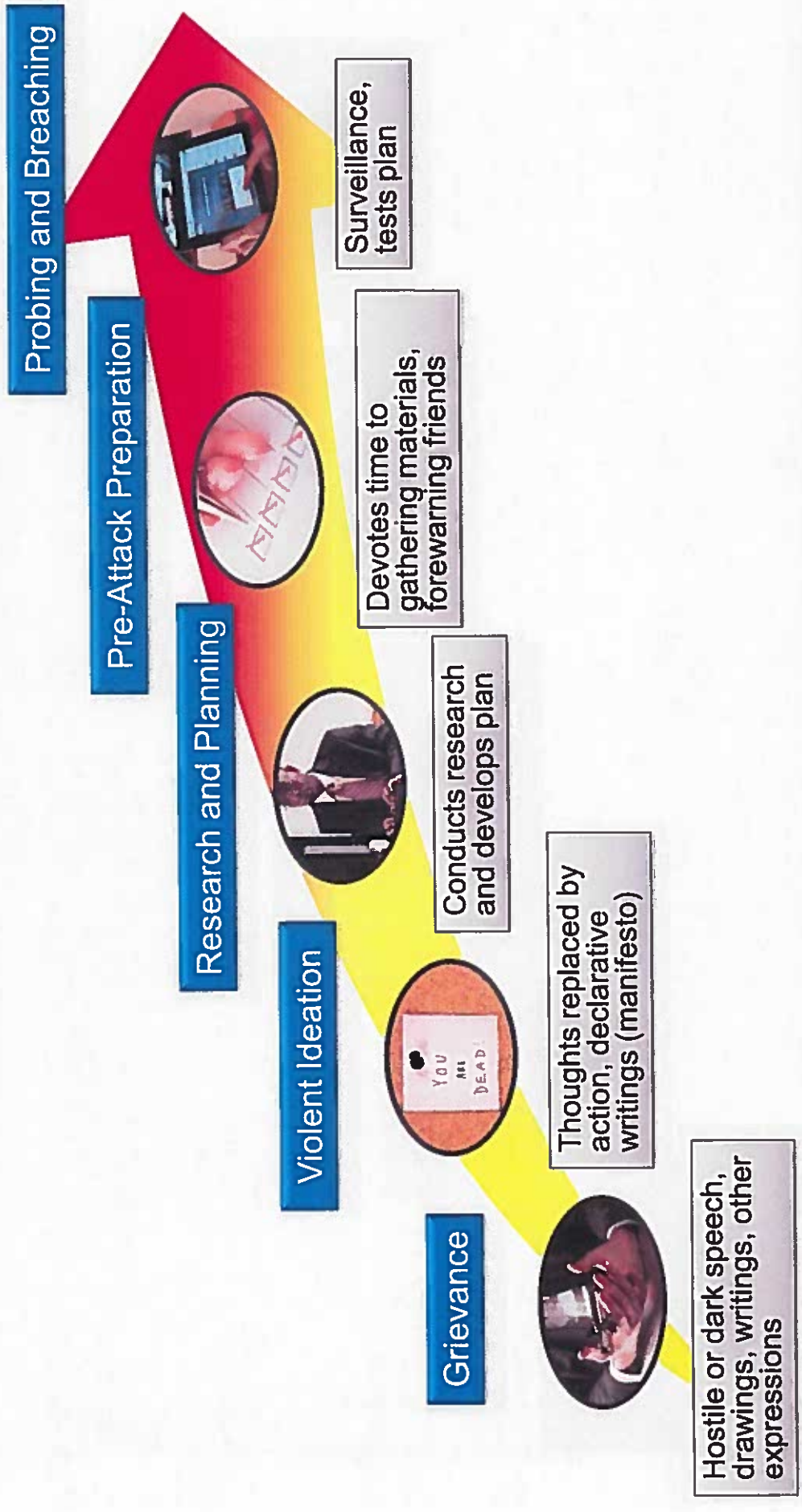




# Behavioral Change Issues



# Pathway to Violence



# Behavioral Indicators

## Speech

- Expression of suicidal tendencies
- Talking about previous violent incidents
- Unsolicited focus on dangerous weapons
- Paranoid thinking
- Overreaction to workplace changes

## Feelings

- Depression or withdrawal
- Unstable, emotional responses
- Feeling either arrogant and supreme or powerless
- Intense anger or hostility

## Behaviors

- Increased use of alcohol or drugs
- Violations of company policies
- Increased absenteeism
- Exploiting or blaming others





# Appropriate Intervention

- Identify behaviors to enable early intervention
- Notice increase in intensity or “red flags”
- Threat Assessment Teams conduct evaluations
- Ongoing outreach and engagement



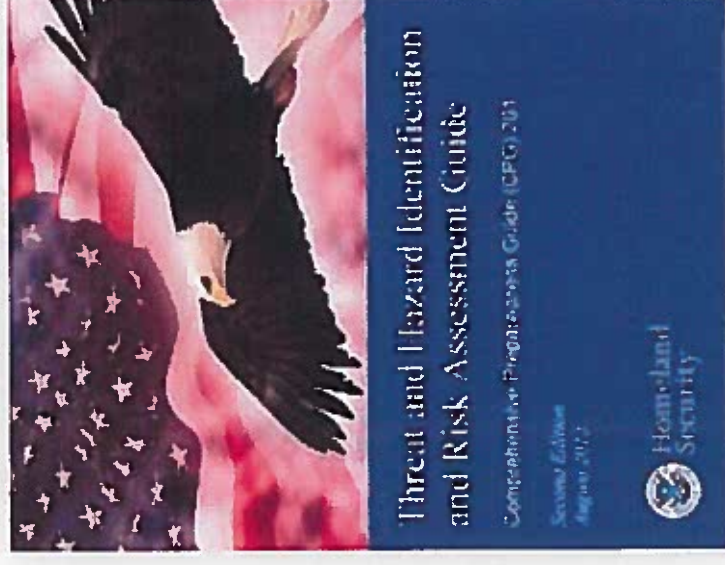
# Risk Analysis as a Planning Tool

Risk is the potential for an unwanted outcome from an incident; it has three components:

- Threat
- Vulnerability
- Consequence

Assessing risk will help you:

- Understand your situation
- Prioritize actions
- Identify and compare options
- Allocate resources



# Conduct Risk Assessment

Assess risk based on:

- Type of business
- Work environment
- Location
- Security
- History of disgruntled employees
- Prior threats or incidents

**Active shooter incidents are often random.**

