



GOALS

- Recognize that active shooter events can happen anywhere!
- Introduce the 4 A's for an active shooter response.
- Discuss options of what to do if they are faced with an active shooter.

Video

Shots Fired for Healthcare

Guidance for Surviving an Active Shooter Situation in the Healthcare Community

(15 minutes)

What is an Active Shooter ?

Active Shooter

- Armed individual(s) who has fired their weapon or a person who has a weapon and is on a path to locate an individual(s) in the hospital
- Can involve:
 - › Single shooters, multiple shooters
 - › Close encounters, distant encounters
 - › Targeted individuals, random victims
 - › Single-room confrontations, mobile confrontations
- Situation not necessarily contained to a specific location
- No two situations alike – Highly Dynamic

Survivor Protector Mindset

A protective shield comprised of:

Awareness

Preparation

Rehearsal



AWARENESS

- A survival mindset entails becoming a stakeholder in your own safety and security.
- In actuality, you must change how you view your work environment and shift to a “what if” way of thinking.

Develop an Awareness

- Healthcare workers are trained to deal with extreme life & death situations.
- You have protocols.
- Advanced planning and preparation for such incidents and knowing how to respond if one occurs are imperative for survival.

Awareness

- Workplace violence can happen anywhere and to anyone
- Basic understanding of an active shooter situation
- Recognizing changes that may reflect a potential for a problem in the making (i.e. outbursts-subtle to gunshots-obvious.)

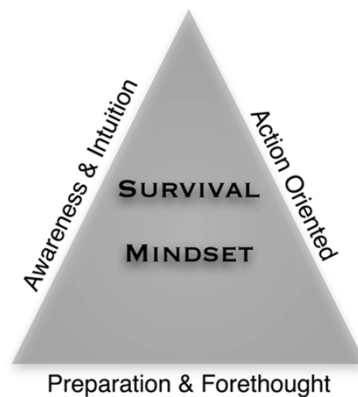


Preparation

You are more likely to be struck by lightning than being faced with an active shooter event but preparing ahead of time could increase your survival chances if it does happen.

Preparation

- Look at your work environment through a survival lens
- Ask yourself the “**what-if**” questions
- Prepare mentally and emotionally to survive



Rehearsal

It's simple, if you know what you are going to do ahead of time, you will be able to get yourself and others out of harms way much quicker.

Rehearsal

Practice your plan

- Mentally & Physically walk through your "**what-if**" plan
- Reduces response time... Builds confidence

Serves as a survival "inoculation"

Rehearsal

- It is important to remember that any action taken or not taken during an active shooter incident may involve life-threatening risk.
- There's no simple formula for survival in this kind of situation.

If you are faced with an active shooter, how do you respond?

The 4 A's!

Response Measures

ACCEPT

- Accept that a violent incident is occurring
- Recognize real gun fire sounds extremely different than in the movies
- Trust your intuition. Don't question your "gut feeling."



Response Measures

ASSESS

- Quickly, gauge what's occurring
- Continuous evaluation process
- Assess your options
- Get out? Escape? Hide?
 - Protect? Who? Where?
 - Confront the shooter?
LAST RESORT!
 - Use all your senses in your assessment – and do it quickly!



Response Measures

ACT

You basically have 3 options – Avoid, Barricade, or Fight

Avoid

- Get out fast; don't wait for others to validate your decision. Leave your belongings behind!
- The best way to survive an active shooter situation is to not be where the shooter is – and not to go where he can see you.

Barricade

- If you are unable to get out or doing so would put you in harms way, barricade yourself.
- Put anything you can in between you and the shooter
- Avoid places that might trap you or impede movement

Response Measures

ACT

Fight... Last Resort

- **Avoid or Barricade are your best measures but if you find yourself in a situation where you are face to face with the shooter, you have one option remaining...FIGHT!**
- **You must be prepared to know what you have to do and understanding that neutralizing the shooter in some manner may be your only way to survive.**
- **This involves a behavior and mindset that very few people will ever have to consider.**
- **Coming to terms with what needs to be done and committing to it will prove necessary and likely mean the difference between life and death.**

Response Measures

ACT

Fight... Last Resort

- This is a life or death decision only you can make!
- To neutralize the threat, you will need to become more aggressive than you ever thought possible.
- This means you either disrupt his actions or incapacitate him.

Neutralizing the Threat

Take actions to disrupt the shooter's actions or incapacitate the shooter

- Throw things, yell, use improvised weapons
- Develop an action plan and work as a team
- Success requires a total team commitment



Defensive Actions

Consider the following

- Are you alone?
- Are others nearby?
- Are they mobile?
- Can they help you and themselves?
- Are there rooms with inside door locks?

Keep in mind, the greatest threat is a shooter in your immediate work area, especially if he's within your view.

Whatever actions you decide to take, help others to escape as you go.



"You're a survivor protector"
 – Lisa Pryse, Division President
 Old Dominion Security Co.

Defensive Actions

- **Remain calm!!!!** Demonstrating calmness can have an infectious effect on others; it will help them remain focused on survival.
- **Let others around you know what is happening.**
- **Many rooms are equipped with fire doors that may offer protection. Patient beds or stretchers often have locking mechanisms and can serve as barricades.**
- **If there are windows, block them if you can and turn off the lights.**
- **If you are trapped in an open area without a good hiding option and no means of exit, try to put something between yourself and the shooter.**

Response Measures

ALERT

When you get out, immediately notify authorities, don't assume someone has already called.

- What law enforcement needs to know
 - ✓ Name, if known
 - ✓ Number of assailants
 - ✓ Description
 - ✓ Location
 - ✓ Number & type of weapons



Law Enforcement Response

Will not know if you are a threat

Hands kill

- Raise your arms, spread your fingers, show your hands as you drop to the floor

If officers enter a room where you are located

- Do not point at them or the shooter
- Do not scream or yell
- Be quiet and compliant
- Give them requested information on the shooter

Number, Description, Location, Type of weapon



Summary

- Research has shown that many of these situations are over in a matter of minutes and law enforcement may not arrive in time.
- As a result, you have to become stakeholders in your own safety and security and develop a survivor/protector mindset comprised of awareness, preparation, and rehearsal.

Summary

- Active shooters are low probability/high impact events.
- Facing down the potential reality of this type of extreme violence now, when you're not in the middle of an event, is critical in preparing to survive.
- Survivors/protectors understand the four "A's".

Summary

- They **ACCEPT** they are in an active shooter situation.
- They **ASSESS** the situation and level of threat moment-by-moment.
- They **ACT** with confidence and commitment.
- They **ALERT** authorities and others in danger.