



RESPONSE TO ACTIVE SHOOTERS



(WARNING GRAPHIC FOOTAGE)



O.O.D.A “LOOP”

OBSERVE

ORIENT

DECIDE

ACT



ACTIVE SHOOTER EMPLOYEE TRAINING

INSTRUCTOR

CAPT. DAN BIRBECK



About Your Instructor

- Captain, Patrol & Communications Divisions, Dallas County Hospital District Police Department
- Deputy Sheriff, Young County Sheriffs Office
- Advanced Law Enforcement Rapid Response Training Instructor / TEEX - University of Texas San Marcos
- Commander of the DCHD PD Emergency Response Team
- Young County Sheriff's Office SWAT team
- 24+ years of service



My History

- 1st Officer Involved Shooting
- 2nd Officer Involved Shooting

What effects does stress have on a person?



Active Shooters



Columbine High School massacre



Eric Harris and Dylan Klebold



THE BEGINNING

Charles Joseph Whitman (June 24, 1941 – August 1, 1966), a student at the University of Texas at Austin, killed 14 people and wounded 32 others during a shooting rampage on and around the university's campus. Three were killed inside the University's tower and ten killed from the 29th floor observation deck.



THE BEGINNING

- Charles Whitman was shot and killed by Austin Police Officer Houston McCoy, assisted by Austin Police Officer Ramiro Martinez.





Origin of S.W.A.T

- Chief Daryl Gates LAPD is considered the father of SWAT (Special Weapons And Tactics), who established the specialized unit in order to deal with hostage rescue and extreme situations involving armed and dangerous suspects.





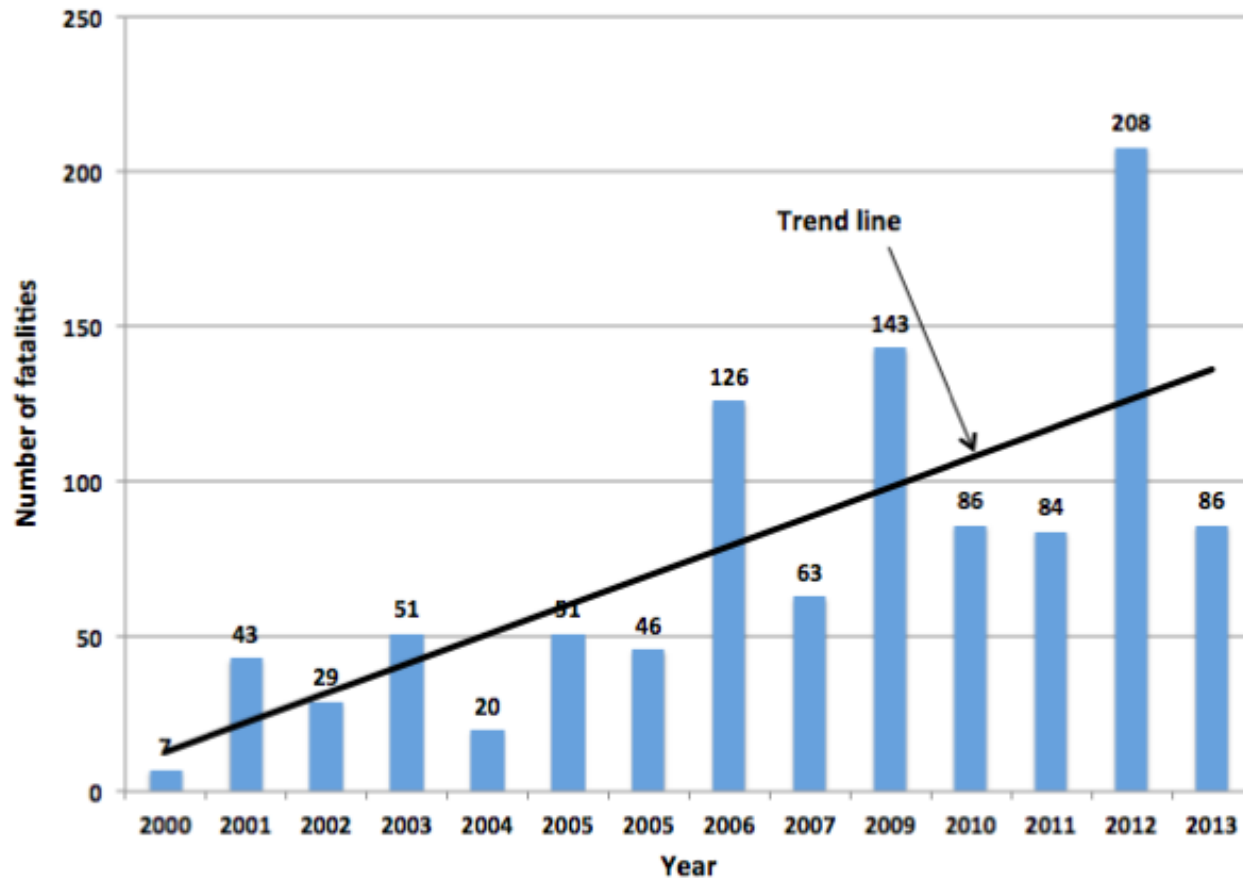
Active Shooters





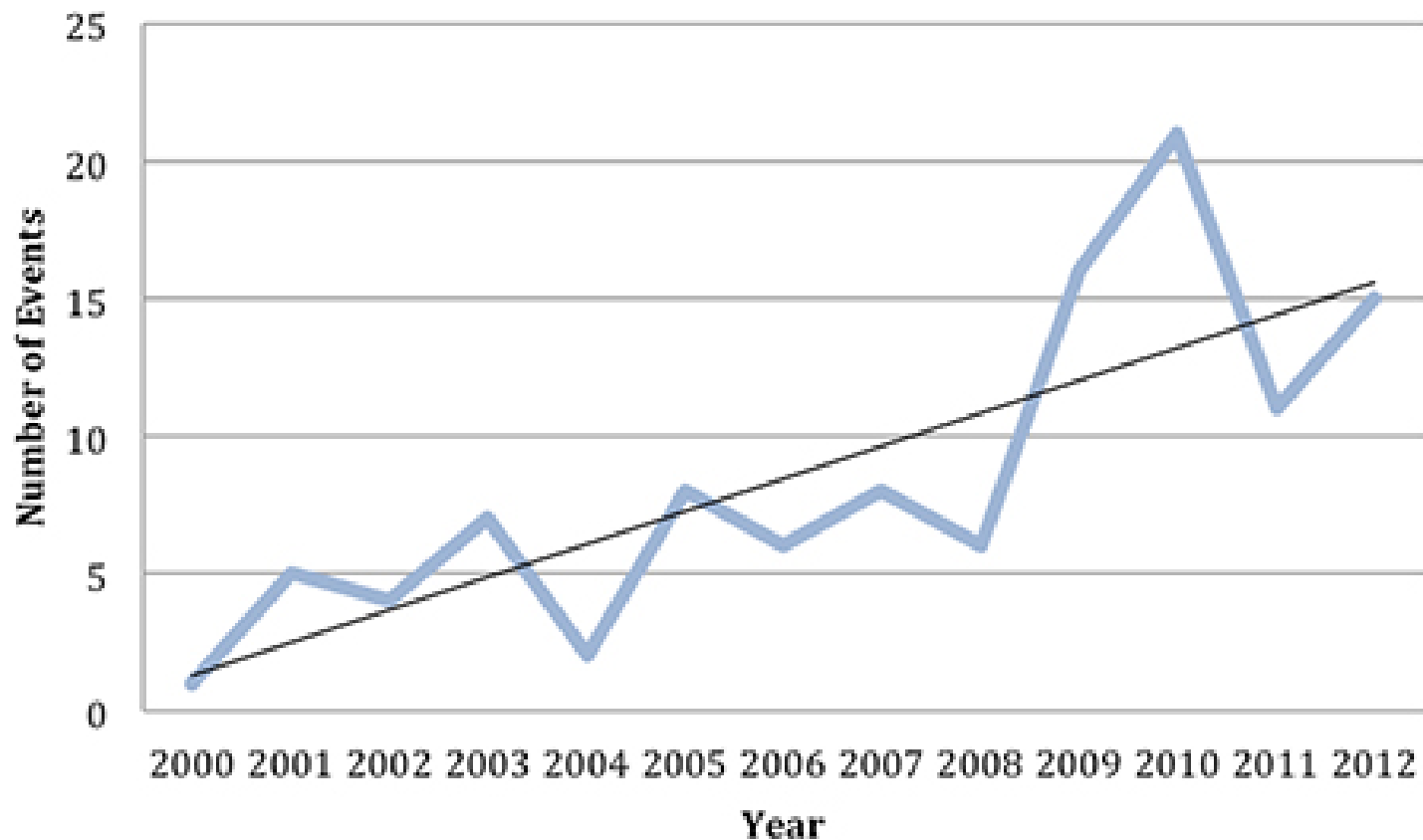
DO WE HAVE A PROBLEM?

Figure 2: FBI's measure of fatalities from active shooter attacks from 2000 to 2013





DO WE HAVE A PROBLEM?



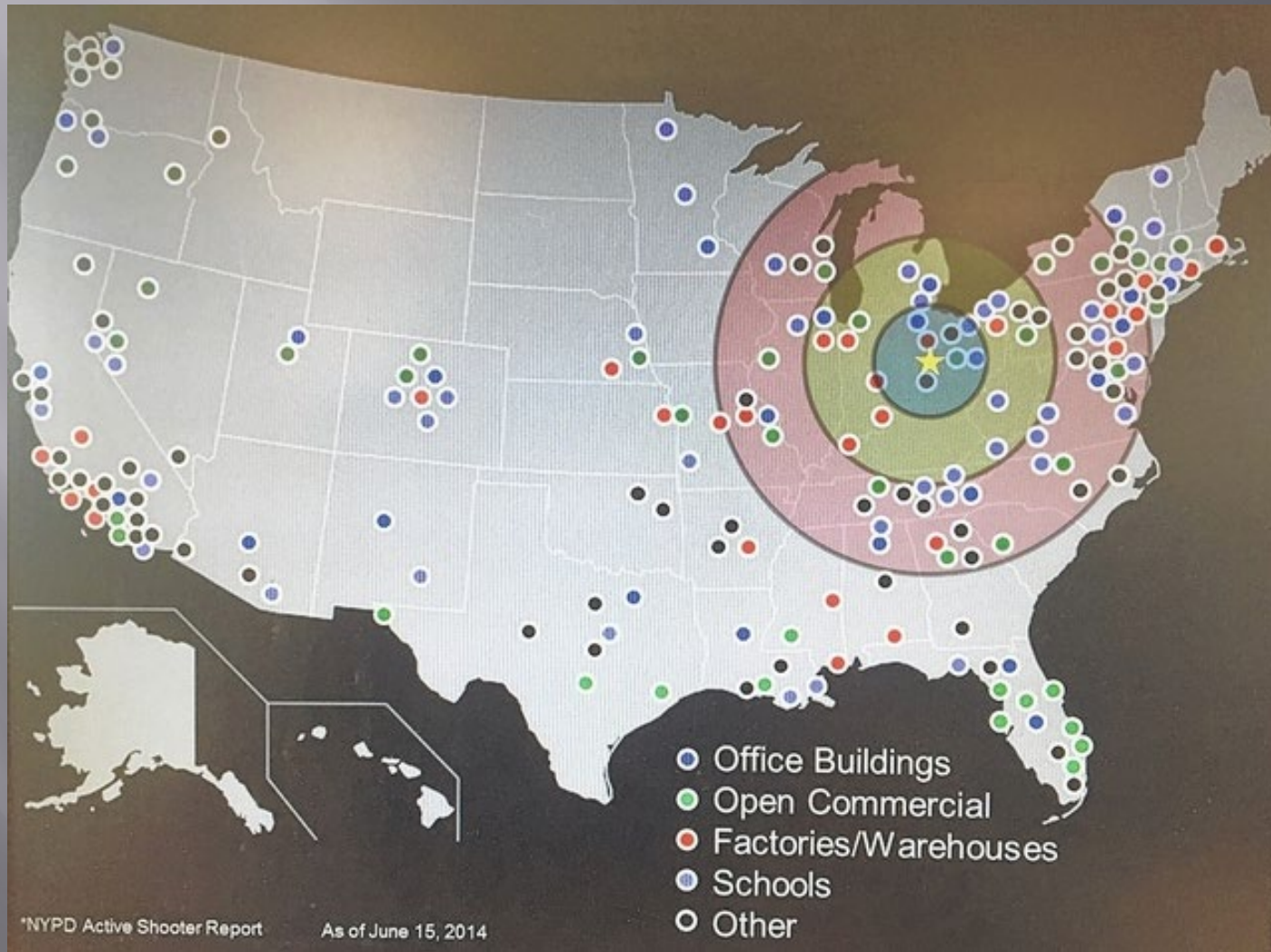


DO WE HAVE A PROBLEM?





DO WE HAVE A PROBLEM?





Parkland's Pendulum Swing



Virginia Tech massacre



Seung-Hui Cho



DENIAL

1. Denial is a killer
2. Don't suffer from head in sand syndrome



Hospital Shootings

Does it ever happen in hospitals?

January 6, 2012

Hutcheson Medical Center

Police say a gunman opened fire Friday in the intensive care unit of the Hutcheson Medical Center in northern Georgia, killing his wife and mother-in-law.





Hospital Shootings

November 9, 2011

A man pulled out a gun and fired at least one shot in a waiting area at a hospital in the Bronx on Wednesday night, injuring a nurse and a security guard, the police said.





Hospital Shootings

November 4, 2010

EX-Employee Fires Shots in Hospital;
Barricades Self
SWAT Team Called

A SWAT team is called to Palm Bay Hospital.

A former employee who was recently let go has barricaded himself inside a Central Florida hospital after firing shots near the cafeteria, police said.







Hospital Shootings

September 16, 2010

Baltimore, Maryland -- A man distraught about his mother's health shot and wounded a doctor at Baltimore's prestigious Johns Hopkins Hospital on Thursday before killing his mother and taking his own life, police said.





Hospital Shootings

September 3, 2010

Garner is accused of shooting his estranged wife, Kwonesha Garner, 35, and her 49-year-old boyfriend at Baton Rouge General Medical Center-Mid City on Sept. 3rd. The pair was at the hospital visiting Kwonesha Garner's son.





Hospital Shootings

April 19, 2010

A gunman shot three people this afternoon in a Knoxville, Tenn. hospital before turning the gun on himself, police say. The unidentified gunman is believed to have died.

The gunman reportedly walked into the Parkwest Medical Center about 4:30 p.m. and shot the three people before shooting himself in the head, according to witnesses.





Hospital Shootings

March 2, 2010

HARTFORD, Conn. An 85-year-old heart patient has been charged with first-degree assault for shooting a nursing supervisor at Danbury Hospital three times.





Hospital Shootings

April 16, 2009

Long Beach Memorial Medical Center.

The gunman shot a pharmacy manager several times in the head and then ran through the hospital killing one other employee.





Hospital Shootings

November 27, 2008

ANCHORAGE, ALASKA

A worker returned to an Alaska hospital a day after being fired and staged a shooting spree that left one of his ex-supervisors dead and another critically injured before he was fatally shot in a standoff with Police.





Active Shooters

March 27, 2008

3 Killed at Doctor's
Hospital in Columbus, GA.
over mother's death.





Active Shooters

Violent incidents, including but not limited to: acts of terrorism, an active shooter, assault, or other incidents of workplace violence can occur on the Hospital Campus or in close proximity with little or no warning. An “active shooter” is considered to be a suspect or assailant whose activity is immediately causing serious injury or death and has not been contained.



Active Shooters

Most Police Departments have adopted nationally accepted law enforcement response procedures to contain and terminate such threats as quickly as possible. The following information regarding law enforcement response will enable you to take appropriate protective actions for yourself and others. Try to remain calm as your actions will influence others. The following instructions are intended for incidents that are of an emergent nature (i.e., imminent or in progress).



Immediate Action Plan

The Information presented here today can be used anywhere not just at work!

Two Things to Remember



Immediate Action Plan

A.D.D



Immediate Action Plan

A – AVOID

D - Deny

D - DEFEND



Immediate Action Plan

1. If possible completely avoid the area where the shooting is taking place
2. If you have clear means of egress or escape take it
3. Be observant of your surrounding as there could be an ambush waiting



Ambush





Immediate Action Plan

MULTIPLE LAYERS OF BARRICADING

MULTIPLE LAYERS OF BARRICADING

MULTIPLE LAYERS OF BARRICADING

MULTIPLE LAYERS OF BARRICADING



Immediate Action

1. Secure the immediate area. Whether a patient room, office, treatment area, restroom, hallway:
2. Employees should prepare for this type of encounter with a “Go bag” which has different useful tools that may save your life.





Immediate Action





Immediate Action



Immediate Action

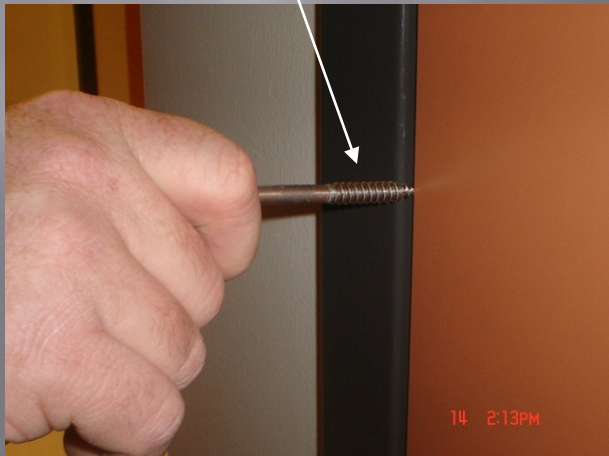


Immediate Action

Lock or barricade the door, if able. Block the door using whatever is available – desks, tables, file cabinets, other furniture, books, etc.

After securing the door, stay behind solid objects away from the door as much as possible.

I BOLT for
doors with
no locks





Immediate Action



Unit Door



Unit door



Egress Doors



FRONT DOOR AT MY HOUSE!





MULTIPLE LAYERS OF BARRICADING





MULTIPLE LAYERS OF BARRICADING





MULTIPLE LAYERS OF BARRICADING





Immediate Action

If the assailant enters your room and leaves, lock or barricade the door behind them.

If safe to do so, allow others to seek refuge with you.

If the assailant corners you in a room you must fight for your life!

Use whatever you have available to defend yourself.





Immediate Action

Protective Action. Take appropriate steps to reduce your vulnerability:

- Close blinds
- Block windows
- Turn off radios and computer monitors
- Silence cell phones
- Keep people calm and quiet
- After securing the room, people should be positioned out of sight and behind items that might offer additional protection – walls, desks, file cabinets, bookshelves, etc.



Immediate Action



Immediate Action

Unsecured Areas

If you find yourself in an open area, immediately seek protection.

- Put something between you and the assailant.
- Consider trying to escape, if you know where the assailant is and there appears to be an escape route immediately available to you.
- If engaged by the assailant do not run in a straight line.
- If in doubt, find the safest area available and secure it the best way that you can.





Immediate Action

Call 911 - You may hear multiple rings – stay on the line until it is answered – do not hang up. Be prepared to provide the dispatcher with as much information as possible, such as the following:

- What is happening?
- Where you are located, including building name, division, and room number.
- Number of people at your location.
- Injuries, if any, including the number of injured and types of injuries.
- Your name and other information as requested.



Immediate Action

Try to provide information in a calm clear manner so that the dispatcher can quickly relay your information to responding law enforcement and emergency personnel.





Immediate Action

What to Report. Try to note as much as possible about the assailant, including:

- Specific location and direction of the assailant.
- Number of assailants.
- Gender, race, and age of the assailant.
- Language or commands used by the assailant.
- Clothing color and style.
- Physical features – e.g., height, weight, facial hair, glasses.



Immediate Action

- Type of weapon – e.g., handgun, rifle, shotgun, explosives.
- Description of any backpack or bag.
- Do you recognize the assailant? Do you know their name?
- What exactly did you hear – e.g., explosions, gunshots, etc.



Suspect Description Form

(First, Notify POLICE. Then fill in the blanks)

SEX: Male <input type="checkbox"/> Female <input type="checkbox"/>	RACE: White <input type="checkbox"/> Black <input type="checkbox"/> Other <input type="checkbox"/>	AGE	Facial Appearance 																		
HEIGHT		LEFT/RIGHT HANDED					Only those specific facial details you definitely remember.														
WEIGHT		HAT (COLOR/TYPE)					What did the robber say?														
HAIR		TIE					Did the robber have an accent?														
EYES		COAT																			
GLASSES TYPE		SHIRT																			
TATOOS		TROUSERS																			
SCARS/MARKS	SHOES	<table border="1"> <tr> <td>VEHICLE</td> <td>Color</td> <td>Make</td> <td>Model</td> </tr> <tr> <td colspan="2">Body Style</td> <td>Damage/Rust</td> <td>License Number</td> </tr> <tr> <td colspan="2">Antenna</td> <td>Bumper Sticker</td> <td>Wheel Covers</td> </tr> <tr> <td colspan="4">Direction of travel:</td> </tr> </table>				VEHICLE	Color	Make	Model	Body Style		Damage/Rust	License Number	Antenna		Bumper Sticker	Wheel Covers	Direction of travel:			
VEHICLE		Color	Make	Model																	
Body Style		Damage/Rust	License Number																		
Antenna		Bumper Sticker	Wheel Covers																		
Direction of travel:																					
COMPLEXION	WEAPON																				



Who Doesn't Belong







DCHD POLICE EVIDENCE





DCHD POLICE EVIDENCE





Immediate Action



Assault Rifle ↑



Semi-Auto Pistol↑



Shotguns ↑



Revolver ↑



Immediate Action



↑
AK-47



Immediate Action

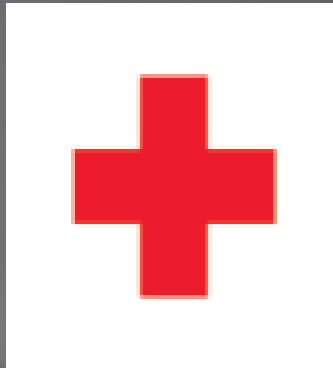
Treating the Injured:

The dispatcher will notify law enforcement and other emergency services (EMS) agencies – fire and rescue. EMS will respond to the site, but will not be able to enter the area until it is secured by law enforcement. You may have to treat the injured as best you can until the area is secure. Remember basic first aid, if not already in a treatment area.



Immediate Action

- For bleeding apply pressure and elevate. Many items can be used for this purpose – e.g., clothing, paper towels, feminine hygiene products, newspapers, diapers, etc.
- Reassure those in the area that help will arrive – try to stay quiet and calm.





Immediate Action

Un-securing the area:

- The assailant may not stop until their objectives have been met or until engaged and neutralized by law enforcement.
- Always consider the risk of exposure by opening the door for any reason.
- Attempts to rescue people only should be made if it can be done without further endangering the persons inside of a secured area.



Immediate Action

- Be aware the assailant may bang on the door, yell for help, or otherwise attempt to entice you to open the door of a secured area.
- If there is any doubt about the safety of the individuals inside the room, the area needs to remain secured.





Law Enforcement Response

The Police will immediately respond to the area, assisted by other local law enforcement agencies.

Remember:

Help is on the way. It is important for you to:

- Remain inside the secured area.
- Law Enforcement will locate, contain, and stop the assailant.
- The assailant may not flee when law enforcement enters the area, but instead may target arriving officers.



Law Enforcement Response



Police
Contact
Teams





Law Enforcement Response



Follow all
commands
given by
officers!





Law Enforcement Response



Keep your
hands where
officers can
see them!!!





Law Enforcement Response

Injured Persons

Initial responding officers will not treat the injured or begin evacuation until the threat is neutralized and the area is secured.

- You may need to explain this to others in order to calm them.
- Once the threat is neutralized, officers will begin treatment and evacuation.



Law Enforcement Response

Evacuation:

Responding officers will establish safe corridors for persons to evacuate.

- This may be time consuming.
- Remain in secured areas until instructed otherwise by law enforcement.
- You may be instructed to keep your hands on your head.
- You may be searched.
- You may be escorted out of the building by law enforcement personnel – follow their directions.



Law Enforcement Response

When is it safe to open the door?

- Common Sense
- Call 911 or 2-8104
- Ask Officer For Police ID card under door





Law Enforcement Response

- After evacuation you may be taken to a staging or holding area for medical care, interviewing, counseling, etc.
- Once you have been evacuated you will not be permitted to retrieve items or access the area until law enforcement releases the crime scene.



Hospital Response/Recovery

- Has a plan for alternate treatment areas been developed?
- If active shooter turns into a barricaded hostage, what are the plans for employees/patients? (Hours or Days)
- Once plans are developed add to drills.



Subsequent Procedures/Information

We cannot predict the origin of the next threat; assailants in incidents across the nation have been students, employees, and random persons alike. In many cases there were no obvious specific targets and the victims were unaware that they were a target until attacked. Being aware of your surroundings, taking common sense precautions, and heeding any warning information can help protect you and other members of the community.



Develop a Policy or Guideline for
employees:



Citizen Response

C.R.T.

(Citizen Response Teams)



Who are our Sheepdogs

- Sheep – Good people
- Sheepdogs – Protectors of the flock
- Wolves – Criminals



September 11, 2001



Flight Number - United Airlines Flight 93

Last words - "LETS ROLL!!!!!!"

What was his name - Todd Beamer



Who Are Our Hero's



Todd Beamer

November 24, 1968 – September 11, 2001



Todd Beamer

There was an **Oracle** field rep (Todd Beamer) on board the Hijacked plane United 93 that crashed in the field. He was the one that said, "Let's roll!!!" when they stormed the cockpit and ultimately crashed it so they couldn't get to their intended target. What a hero along with the others! The picture above is from the 9/11 Museum. Please share!





Who Are Our Hero's

Who is Rick Rescorla?

Chief of Security – Morgan Stanley

May 27, 1939 – September 11, 2001



Twin Towers hero who predicted terror attacks led 2,700 people to safety... but died as he went back to look for stragglers



What Can You Do!

- Contact your HR Department or Security Department to develop a plan.
- Create a written Zero Tolerance Workplace Violence policy.
- Work with Management to get their buy-in on the program.
- Conduct a written risk assessment.
- Develop appropriate control measures.



TWO THINGS TO REMEMBER?

- **Avoid – Deny – Defend (A.D.D.)**
- **DON'T BE SURPRISED IF AN ACTIVE SHOOTING HAPPENS!!!! BE SUPRISED IF IT DOESN'T!!!!**



QUESTIONS ?



Capt. Dan Birbeck

Email: dan.birbeck@phhs.org

Or call

214-886-9482