

# **IS-907 – Active Shooter: What You Can Do**



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**Visual 1**  
**IS-907 – Active Shooter: What You Can Do**

**DISPATCHER:**

**“911, what is the nature of your emergency?”**

**CALLER:**

**“There’s somebody with a gun in the main entrance to the mall and I don’t . . .”**

**Active shooter situations are unpredictable and evolve quickly.**

**Are you prepared?**



# Course Objectives

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- **Describe actions to take when confronted with:**
  - **An active shooter.**
  - **Law enforcement officers who are responding to the situation.**
- **Recognize potential workplace violence indicators.**
- **Describe actions to take to prevent and prepare for potential active shooter incidents.**
- **Describe how to manage the consequences of an active shooter incident.**



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# Active Shooter Incidents

**Where we:**

- **Shop**
- **Exercise free speech**
- **Learn**
- **Work**



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Visual 4  
IS-907 – Active Shooter: What You Can Do

# About Active Shooter Incidents

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- More frequent.
- Anger, revenge, ideology, untreated mental illness.

**Employees can help prevent and prepare.**



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**Visual 5**  
**IS-907 – Active Shooter: What You Can Do**

# Active Shooter Situations

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- **Unpredictable.**
- **Evolve quickly.**
- **Continue until stopped by law enforcement, suicide, or intervention.**



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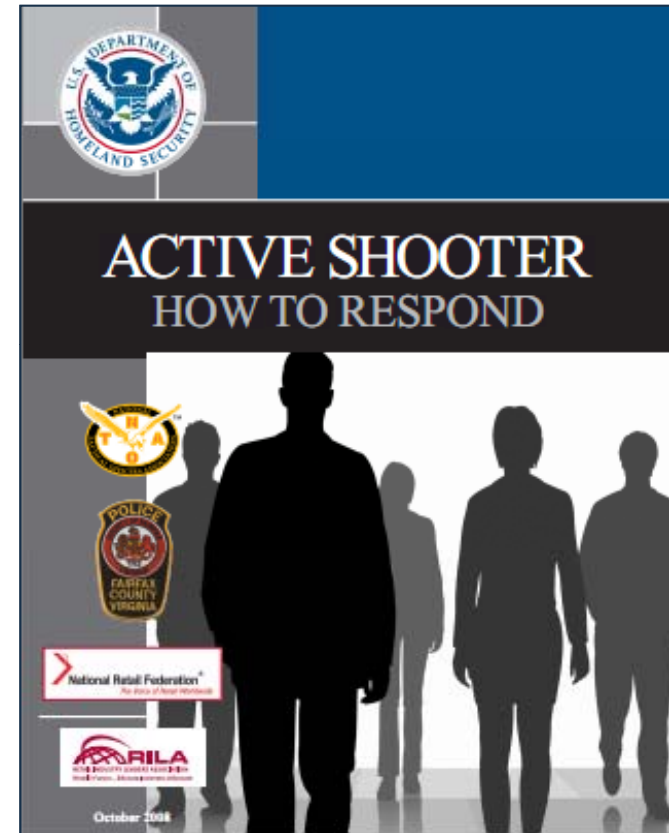


# Active Shooter Booklet

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## Guidance for:

- Individuals
- Managers
- Employees



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Visual 7  
IS-907 – Active Shooter: What You Can Do

# Course Topics



**Respond**



**Prepare**



**Follow Up**



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Visual 8  
IS-907 – Active Shooter: What You Can Do



# Discussion: Response

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**What actions should you  
take to keep yourself safe  
in an active shooter  
situation?**



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Visual 9  
IS-907 – Active Shooter: What You Can Do

# How To Respond

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**Respond**

- **Evacuate**
- **Hide Out**
- **Take Action**



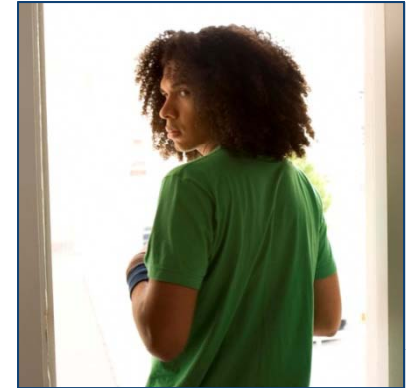
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Visual 10  
IS-907 – Active Shooter: What You Can Do

# Evacuate (1 of 2)

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- **Have an escape route and plan in mind.**
- **Leave your belongings behind.**
- **Help others escape, if possible.**
- **Evacuate regardless of others.**
- **Warn/prevent individuals from entering.**

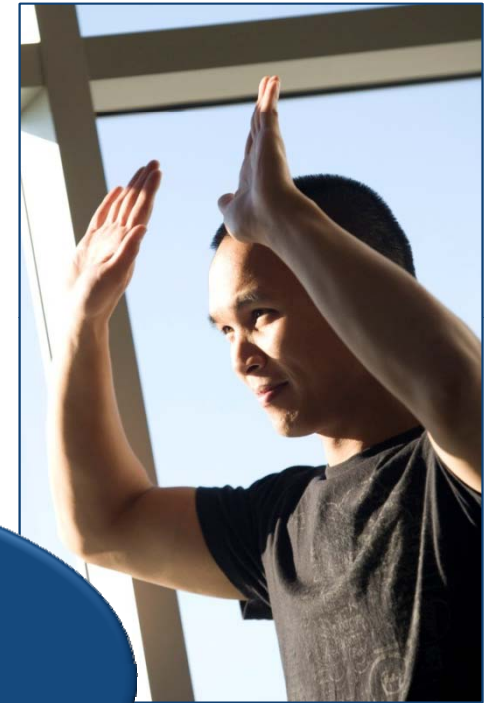


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# Evacuate (2 of 2)

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- Do not attempt to move wounded people.
- Keep your hands visible.
- Follow police instructions.
- Call 911 when safe.



Why do police  
need to see  
your hands?



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# Hide Out

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**Your hiding spot should:**

- **Be out of the active shooter's view.**
- **Provide protection if shots are fired.**
- **Not restrict options for movement.**



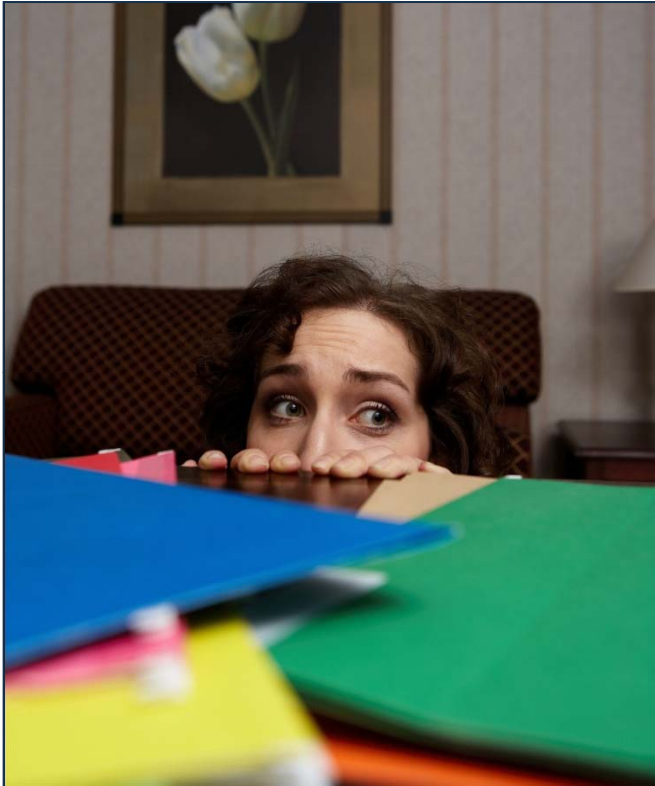
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**Visual 13**  
**IS-907 – Active Shooter: What You Can Do**



# Keeping Yourself Safe While Hiding

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**If the shooter is nearby:**

- **Lock the door.**
- **Hide behind large item (e.g., cabinet, desk).**
- **Silence cell phone/pager.**
- **Remain quiet.**



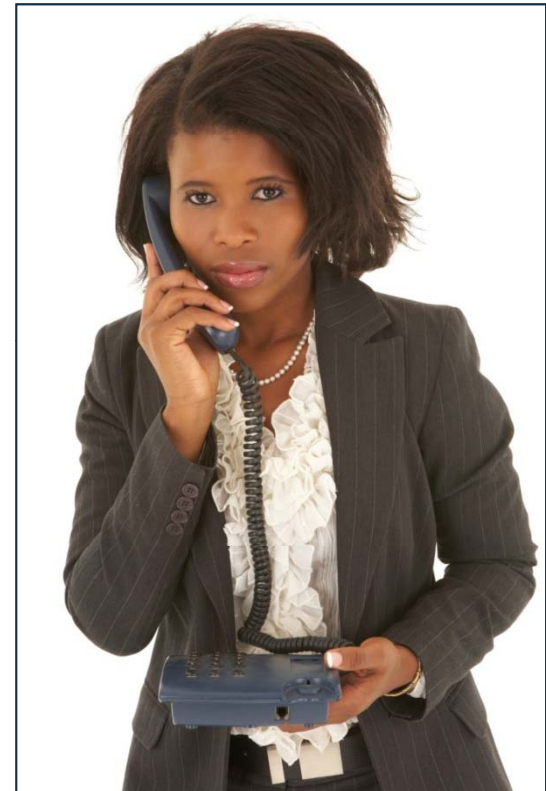
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# Important Information

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**Provide law enforcement or 911 operators with:**

- **Location of shooter.**
- **Number of shooters.**
- **Physical description of shooters.**
- **Number and types of weapons.**
- **Number of potential victims.**



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# Take Action

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**As an absolute last resort:**

- **Act as aggressively as possible.**
- **Improvise weapons and throw items.**
- **Yell.**
- **Commit to your actions.**



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# Discussion: Reaction of Managers

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**What should  
managers do in an  
active shooter  
situation?**



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Visual 17  
IS-907 – Active Shooter: What You Can Do

## **Discussion: When Law Enforcement Arrives**

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**What actions should  
you take when law  
enforcement arrives?**



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Visual 18  
IS-907 – Active Shooter: What You Can Do



# Law Enforcement's Role

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**Immediate purpose:**

- **Stop the active shooter.**
- **Proceed to area where last shots heard.**
- **First priority is to eliminate the threat.**



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Visual 19  
IS-907 – Active Shooter: What You Can Do

# Additional Officers and Rescue Teams

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**Teams may:**

- **Wear bulletproof vests, helmets, and other equipment.**
- **Be armed with rifles, shotguns, and/or handguns.**
- **Use pepper spray.**
- **Shout commands.**
- **Push individuals to the ground for their safety.**

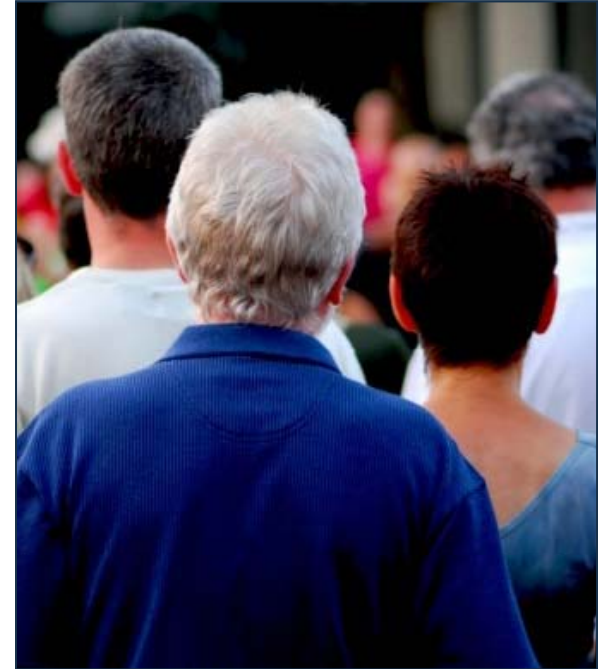


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# Reacting to Law Enforcement

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- **Remain calm.**
- **Put down any items.**
- **Raise hands and spread fingers.**
- **Avoid quick movements.**
- **Avoid pointing, screaming, or yelling.**
- **Proceed in direction from which officers are entering.**



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# Safe Location

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**Area controlled by law enforcement until:**

- **The situation is under control.**
- **All witnesses are identified and questioned.**



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# Course Topics



**Respond**



**Prepare**



**Follow Up**



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# Discussion: Preparation

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**How can you  
prepare for and  
prevent active  
shooter situations?**



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# How To Prepare

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- **Develop an Emergency Action Plan.**
- **Conduct training.**
- **Recognize indicators of potential workplace violence.**



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# Developing an Emergency Action Plan

**Get input from:**

- **Human resources department.**
- **Training department.**
- **Facility owners/operators.**
- **Property manager.**
- **Local law enforcement and emergency responders.**



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# Components of an Effective Plan

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- A preferred method for reporting different types of emergencies
- An evacuation policy and procedure
- Emergency escape procedures and route assignments
- Contact information for individuals to be contacted under the Emergency Action Plan
- Information concerning local area hospitals
- An emergency notification system to alert various parties of an emergency



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# Conducting Training

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**Employee training should include:**

- **Identifying the sound of gunfire.**
- **Reacting quickly.**
- **Calling 911.**
- **Reacting when law enforcement arrives.**
- **Adopting a survival mindset during a crisis.**



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# Meet Everyone's Needs

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**Ensure that plans assess and provide for functional needs:**

- **Hearing or sight**
- **Mobility**
- **Limited or no English proficiency**



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# Facility Manager Responsibilities (1 of 2)

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- Institute access controls.
- Distribute critical items.
- Assemble crisis kits.
- Activate the emergency notification system.
- Ensure two evacuation routes.
- Coordinate with the facility's security department.



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# Facility Manager Responsibilities (2 of 2)

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- **Post evacuation routes.**
- **Place removable floor plans near entrances and exits.**
- **Include law enforcement and first responders in training.**
- **Encourage active shooter training.**
- **Foster a respectful workplace.**
- **Be aware of workplace violence indicators.**



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# Recognizing Indicators of Violence



What were the indicators in the examples?



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Visual 32  
IS-907 – Active Shooter: What You Can Do



# Workplace Violence Indicators

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- May be current or former employee.
- May display characteristics of potentially violent behavior.



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# Human Resources Responsibilities

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- **Conduct effective background checks.**
- **Create system for reporting violent behavior.**
- **Make counseling available.**
- **Develop plan dealing with an active shooter situation.**



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# **Activity: Indicators of Workplace Violence**

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**Instructions: Working as a team:**

- 1. Create a list of 10 indicators of potentially violent behavior.**
- 2. Record the list on chart paper.**
- 3. Select a spokesperson and be prepared to present your list in 5 minutes.**



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# Activity: Self-Assessment

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**Instructions: Working individually:**

- 1. Take 5 minutes to complete the self-assessment in your Student Manual.**
- 2. Jot down action steps you can take for areas needing improvement.**
- 3. Remember, this is a self-assessment, so be honest!**



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# Course Topics



**Respond**



**Prepare**



**Follow Up**



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# How To Follow Up

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## Important to:

- Manage consequences
- Capture lessons learned

## Results:

- Promotes well-being of those involved
- Facilitates preparedness for future emergencies



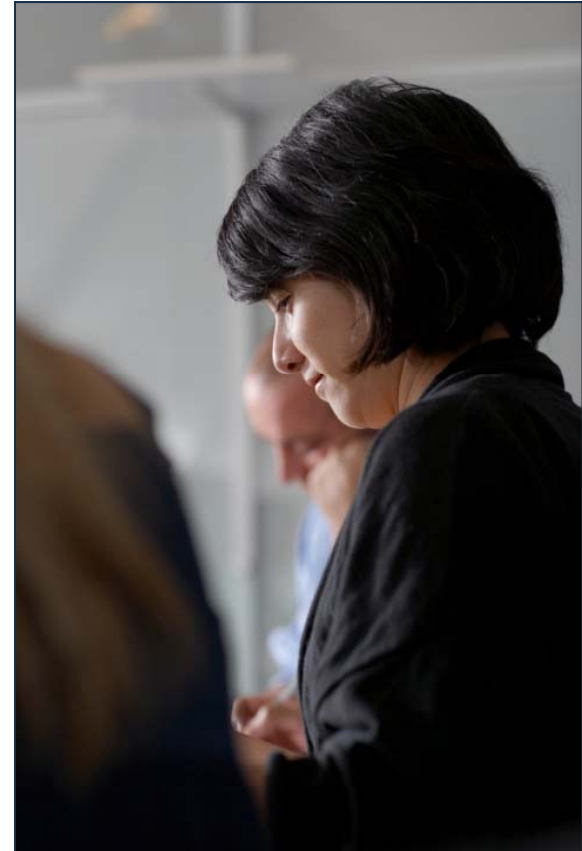
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# Managing the Consequences

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- **Determine who is missing or injured.**
- **Determine a method for notifying families.**
- **Assess psychological state of individuals.**
- **Identify and fill critical personnel or operational gaps.**



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# Lessons Learned

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- Document response activities.
- Identify successes and failures.
- Provide analysis of existing plan effectiveness.
- Describe plans for improvements.

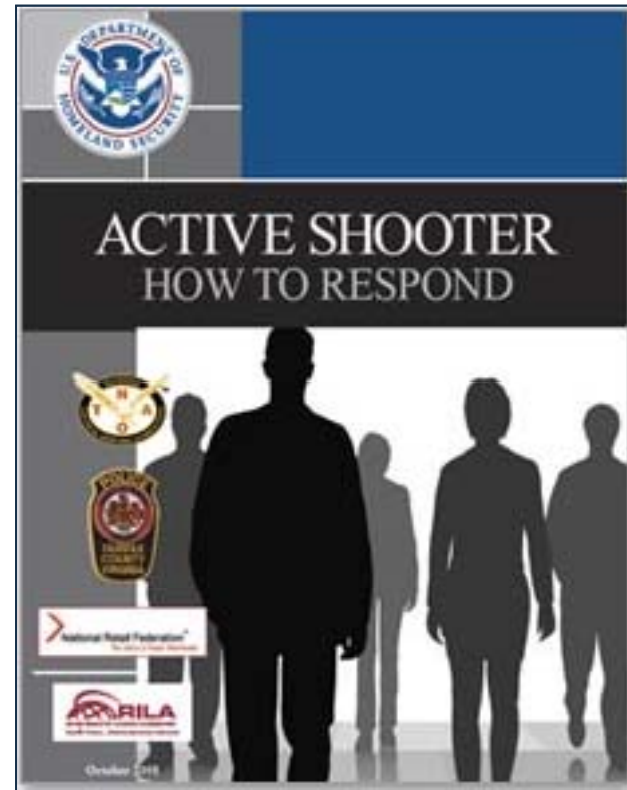


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# Workplace Violence Resources

## Resources include:

- **Active Shooter Booklet**
- **Active Shooter Pocket Guide**
- **Active Shooter Poster**



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# Course Summary

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- **Evacuate, hide, take action.**
- **Call 911 when it is safe to do so!**
- **Always take note of the two nearest exits.**
- **Be aware of your environment and possible dangers.**



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