Center for Personal Protection & Safety

Confidence starts here.

THE ACTIVE SHOOTER:
Readiness, Response, Recovery

CPPS Mission

Partnering with organizations
to help keep their people safe
in the workplace or while traveling abroad

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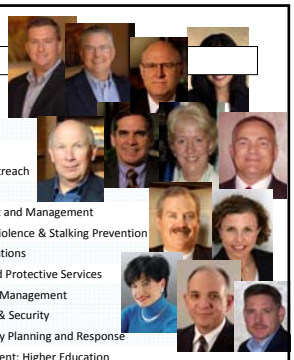
The CPPS Team



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Erik Zoellner	SA – Product Development; Higher Education
Rick Maltz	SA – Corporate Investigations

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Overview

- ACTIVE SHOOTER
  - READINESS
    - ✓ Who is the Active Shooter?
    - ✓ Prevention
    - ✓ Training for the Threat
    - ✓ Planning Guide
    - ✓ Technology
  - RESPONSE
    - ✓ Organizational
    - ✓ Law Enforcement
    - ✓ Individual
  - RECOVERY

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READINESS:
The Active Shooter

Who is the Active Shooter?

Columbine High School, Littleton, CO

- **Date:** April 20, 1999
- **Victims:** 13 killed, 23 wounded
- **Offenders:** Dylan Klebold 17, Eric Harris, 18
- **Incident:** Active Shooter

Dylan Klebold

Eric Harris

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2007 was not a good year…

University of Washington

- **Date**: April 2, 2007
- **Victim**: Rebecca Griego
- **Offender**: Jonathan Rowan
- **Incident**: Domestic homicide /suicide in the workplace

Rebecca Griego

Virginia Tech, Blacksburg, VA

- **Date**: April 16, 2007
- **Victims**: 32 killed, 17 injured
- **Offender**: Seung Hui Cho
- **Incident**: Active Shooter

Seung Hui Cho

"Virginia Tech killer a self-described question mark"

- CNN, Posted April 18, 2007

2008 to 2010 didn't get any better…

Northern Illinois, DeKalb, IL

- **Date**: February 14, 2008
- **Victims**: 6 killed, 18 injured
- **Offender**: Steven Kazmierczak
- **Incident**: Active Shooter

Steven Kazmierczak

Panama City, FL School Board Shooting
Dec 15th, 2010

Taken from YouTube: http://www.youtube.com/watch?v=l6PeC6NTnpY

There is no profile of an Active Shooter

- Nature of violence
  - Not a single variable capable of predicting violence
  - Best predictor of future behavior is past behavior
  - Unaddressed disruptive behaviors will either <u>continue</u> and/or <u>increase</u>

There is no profile of an Active Shooter

- Nature of violence
  - Violence often results from frustration
  - Violence, many times, results from a breakdown in communications
  - Conflicting parties usually feel threatened and compelled to protect their positions at all costs
  - The key is to identify the source of the frustration and open a line of communication

Five Characteristics of Mass Killers

1. Long history of frustration, failure, and a diminished ability to cope with life's disappointments
2. Externalizes blame
3. Lack of emotional support from family and friends
4. Suffer a precipitating event they view as catastrophic
5. Access to a weapon powerful enough to satisfy need for revenge

James Alan Fox
Northeastern University

Study of active shooter incidents

- Single male shooter with more than one firearm
- Daylight hours
- In a building
- Well populated location
- Shooting over in 2 to 3 minutes
- Initially target specific people
- If targeted people unavailable or killed, will target people at random
- Will likely take own life

Illinois State Police Study

Targeted violence process

- Perpetrators of targeted acts of lethal violence often engage in covert and overt pre-attack behaviors

- Perpetrators:
  - ✓ Consider
  - ✓ Plan
  - ✓ Prepare
  - ✓ Share
  - ✓ Move from ideas to actions

SHOTS FIRED ON CAMPUS

Strategic Construct -
The Whole Picture

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We are all
"the individual" at some point,
regardless of place or position

INTEGRATED FUNCTIONS

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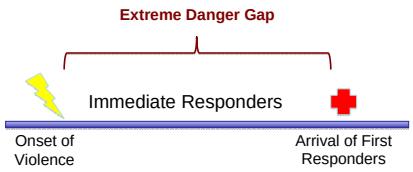
Dangers of Untrained Individuals
"No Plan Leads to the Wrong Plan"

- Independent, proactive measures can be dangerous
- Risky self protection vs. team approach
- Doubtful effectiveness in future
- Moral obligation not met by organization

Benefits of Training –
Normalized behavior in stressful situations

- Plan in place
- Persistence in the face of adversity
- Protection of self and others
- Proactive stance
- Post situation recovery
- Moral obligation met by organization



Immediate Responders

- Need to be Prepared
- Need to be Empowered
- Need to be Supported

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FLASH POINT ON CAMPUS

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

Summary

- Work from a mindset of awareness
  - Don't ignore Behaviors of Concern
    - ✓ Will not go away and can escalate
  - Learn how to recognize and diffuse potentially violent situations
  - Alert supervisors to concerns
  - Report all incidents

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