

MASSACHUSETTS STATE POLICE

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Power Point Presentation

- Define Active Shooter
- Review Active Shooter History & Events
- Law Enforcement Response
- Building Strategies
- What should you do in the event of an Active Shooter.
- Questions

What is an Active Shooter?

- An Active Shooter is an individual actively engaged in killing or attempting to kill people in a confined and populated area.
- Active Shooters are unpredictable and the situation evolves quickly. Typically, the immediate deployment of law enforcement is required to STOP the shooting and mitigate harm to victims.
- Most situations are over within 10 to 15 minutes, before specialized law enforcement units arrive. Individuals must be prepared both mentally and physically to deal with an active shooter to save their own lives.

Columbine High School

- Though not the first Active Shooter event nor even the first Active Shooter event in a school, the events of April 20, 1999 at Columbine High School in Littleton, CO changed the way law enforcement responds to these types of events.
- Patrol Units “Secure Perimeter” and request SWAT Team

COLUMBINE



- April 20, 1999 Littleton, Colorado
- 2 SUSPECTS (STUDENTS)
 - DYLAN KLEBOLD
 - ERIC HARRIS
- 13 KILLED & 23 WOUNDED
- Killings occurred between 1119 hrs and 1135 hrs (16 MINS)
- Law Enforcement arrives on scene at 1122 hrs (3 MINS) after start of incident, including SRO who was eating lunch in parking lot.
- Patrol forms a PERIMETER around the campus and building.
- SWAT enters building at 1206 hrs (47 MINS after 1st shots fired)
- Both suspects commit suicide at 1208 hrs
- Police discover bodies of suspects in library at approximately 1510 hrs (3HRS 51 MINS)

“The Columbine Effect”

- No immediate police intervention is due to lack of training and a departmental policy to wait for SWAT officers.
- Failure of immediate police action likely results in lives lost.
- Review of law enforcement actions result in a paradigm shift empowering patrol officers to take immediate action to prevent further loss of life in an ACTIVE SHOOTER situation.
- Advanced law enforcement training is developed and implemented to respond rapidly to an active shooter event.

Active Shooter Incidents

- Suspect activity is immediately causing death and serious injury in an environment with the potential for mass casualties. These sites could include:
 - Workplace
 - College Campus
 - Movie Theatre / Mall
 - Sporting Event
 - Military Site
 - Public / Private School

Workplace

- Edgewater Technology December 26, 2000
- Wakefield, MA
- ONE SUSPECT
- Employee Michael McDermott
 - Rifle, shotgun, pistol
 - .460 Weatherby Mark V at his workstation
 - Disgruntled over financial dispute with superiors
- SEVEN DEAD
- Suspect committed shootings, moved to building lobby and awaited police arrival.
- Suspect surrendered to police without further incident.



College Campus

- Virginia Tech- April 16, 2007
Single Shooter- Seung-Hui Cho (2 Hand Guns)
32 Killed / 17 Wounded
Subject committed suicide upon Police arrival



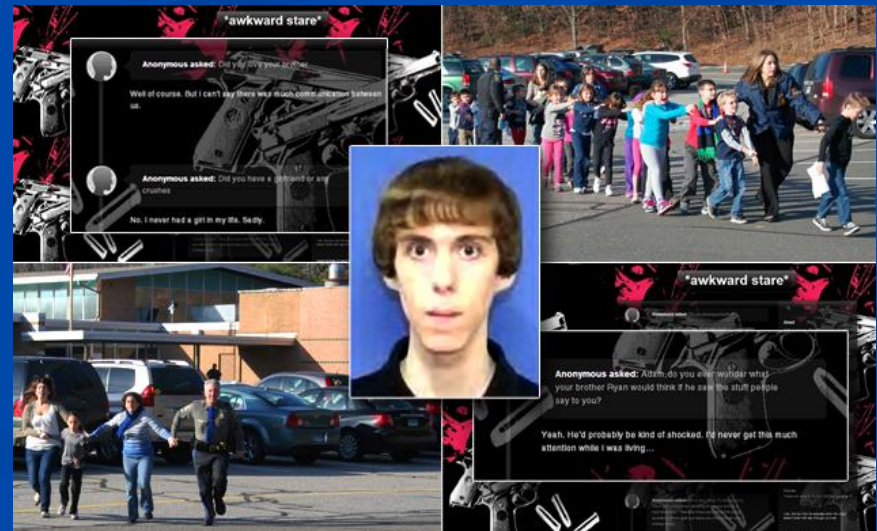
Movie Theater

- Aurora Colorado, Century 16- July 20, 2012
Single Shooter- James Holmes (SG, Rifle, HG)
Killed 12 / Injured 70, Arrested in parked
vehicle outside by Police



Sandy Hook Elementary

- Newtown, CT- December 14, 2012
- Single Shooter- Adam Lanza (Rifle & Handgun)
- Killed 20 Children / 6 Adults
- Subject committed suicide upon Police arrival



Military Site

- Washington Navy Yard- September 16, 2013
Single shooter- Aaron Alexis (34 / Contractor)
Weapon- Rem 870 SG
Killed 12, Injured 8
Subject Shot by Police



Domestic Terrorism

- San Bernardino-DPH- December 2, 2015
Syed Farook (Employee of DPH)
& Tashfeen Malik



14 Killed, 22 Wounded

223 Semi Auto Rifles and 9mm Handguns

Shot by Police in Shootout after vehicle pursuit

POLICE RESPONSE

PRIMARY MISSION

- Police Officers will establish small teams & enter building upon arrival.
- Officers will attempt to locate the suspect (s) quickly.
- Stop, Neutralize, & Apprehend the suspect using the appropriate use of force.



POLICE RESPONSE

SECONDARY MISSION

(Once the suspect is in custody)

- Officers will Locate, Treat & Evacuate injured parties with Rescue Teams.
- Officers will “Clear” and conduct a methodical search of the building.
- Officers will search and confirm no additional active shooters are present in the building.

POLICE RESPONSE

BUILDING CLEARING

- Building occupants should expect potentially long periods of time before they are contacted by police teams in the building.
- There will likely be little information or guidance available during the event. Repeatedly calling 911 to ask for information will only delay the response and tie up resources.
- Police will need to evacuate and interview all building occupants, and this may be a long process.

POLICE RESPONSE REVIEW

- The first officers to arrive to the scene “Will Not Stop” to help injured persons. Expect police rescue teams and emergency medical personnel to follow the initial responding officers.
- Rescue Teams will treat and remove any injured persons. They may also call upon able-bodied individuals to assist in removing the wounded from the premises.
- Once you have reached a safe location or an assembly point, you will likely be held in that area by law enforcement until the situation is under control, and all witnesses have been identified and questioned. **DO NOT LEAVE** until law enforcement authorities have instructed you to do so.

BUILDING STRATEGIES

- These events are rapidly evolving and loss of life can occur very quickly.
- Once the building population comes in contact with the threat, the chance for loss of life greatly increases.
- Buffering Strategies should be based in delaying contact between the threat and the building population for as long as possible.
- Delaying contact allows time for first responding officers to arrive on scene, locate the threat and take appropriate action.

BUILDING STRATEGIES

- The safety of the building population can be based on providing “Buffering Layers” between the building population and the threat.
 - Deny threat easy access to building (Card Key Access, Security Check Points, Etc.)
 - Implement Duress Alerting System
 - Deny the threat free mobility inside the building
 - Deny the threat access to rooms/secure areas inside the building.
 - Building population must have contingency plans to shelter in place or evacuate if buffering fails.

BUILDING STRATEGIES

- If “Buffering” is not possible due to nature of the facility, then evacuation may be better option.
- Evacuation will increase confusion, reduce the effectiveness of law enforcements response. This may also cause contact between the active shooter and the building population.

5 Building Plan Priorities

- IDENTIFY THREAT
- COMMUNICATE
- RAPID PLAN IMPLEMENTATION
- CONTINGENCY PLANNING
- AFTER-EVENT RESPONSE

IDENTIFY THREAT

- What qualifies as a “THREAT”?
- Who determines what qualifies as a “THREAT”?
- What types of events will trigger the application of the plan?
- Employers must conduct employee training and have a policy in place for such an event.

COMMUNICATE

- Activation of the response plan must be communicated to the employees of the facility.
- Duress and or Alert System activation is imperative.
- Building occupants implement “Shelter in Place” or “Evacuate” if an exit is nearby immediately.
- Conduct a “QUICK PEEK” to check hallways and corral persons in your immediate area, and assist them to “Shelter in Place.”

RAPID PLAN IMPLEMENTATION

- Once the THREAT is identified, the response plan must be able to be activated quickly.
- Once the plan is activated, the plan must be able to be implemented in a short amount of time.
- Time is of the essence in an Active Shooter situation, and your safety is paramount.

CONTINGENCY PLANNING

- Plan must be able to react to rapidly evolving events.
- Staff & Employees must understand that the plan cannot address every eventuality.
- Staff & Employees may have to make their own decisions about their safety and their own course of action. (Shelter in Place vs. Evacuation)

AFTER EVENT RESPONSE PLAN

- Facility should prepare for Post-Event activities.
 - Interaction and Cooperation with Law Enforcement Detectives and Crime Scene Investigators.
 - Emotional Support Staff for surviving employees due to the traumatic event.
 - Crime Scene Preservation
 - Interaction with News and Media

“What Should I Do” if this happens
in my workplace?

Run Hide Fight Video

- [rhf-en-sub.mp4](#)

Shelter in Place vs. Evacuation

Which will preserve your safety? Selecting the appropriate strategy depends on:

- Your abilities?
- Your responsibility to others in the building?
- Can your immediate area be secured and locked down from a threat?
- Do you have a possible avenue of evacuation, and get to it quickly?
- Is the Active Shooter near or close to your area?

RUN, HIDE, FIGHT

Methodology

■ RUN

Get to a designated secure area quickly, and remove yourself and others from the threat area. (Evacuate if near an Exit)

■ HIDE

Secure in a locked room (Shelter in Place) and barricade the area from threats. Place cell phone on “Silent Mode”, shut lights off and remain quiet. Contact 911 with location and situation specifics if necessary.

■ FIGHT

Have a plan if the threat enters your secure area. You may have to fight off the threat and be prepared to do so. Act with “Aggression” and attempt to incapacitate the shooter.

DIAL 911!

When communicating to law enforcement or to a 911 dispatcher, the following information is **CRITICAL** to provide:

- Your location- Bldg #, Floor, Room #
- What is the location of the active shooter?
- How many shooters are there?
- What is the Physical Description of shooter(s)?
- What type of weapons does the shooter(s) have?
- How many victims are at the location? Injuries?
- Are you Safe and Secure? Do you have Injuries?

How do I react to Law Enforcement Officers when they locate me?

- Remain calm, and follow police officers instructions while barricaded in secure rooms.
- Put down any items in your hands (i.e., phones, bags, jackets)
- Immediately raise hands and spread fingers
- Keep hands visible at all times
- Avoid making quick movements toward officers such as holding or grabbing on to them for safety
- Avoid pointing, screaming and/or yelling
- Do not stop to ask officers for help or direction when evacuating, just proceed in the direction from which officers are entering the premises

QUESTIONS?



Workplace Indicators

- Increased / Severe Mood Swings
- Unstable Emotional Responses
- Unprovoked Outbursts
- Increased talk of problems at home
- Severe financial problems
- Empathy with those who commit violence
- Paranoid “Everyone is against me”
- Increased interest in weapons/firearms