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Handwriting practice lines. The page features a large, faint watermark reading "Handwriting practice" diagonally across the center. There are five sets of horizontal lines for handwriting practice.

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## DISCLAIMER

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Presentation Agenda

- Definitions: ACTIVE THREAT/ACTIVE SHOOTER
- Warning Signs: PERSON OF INTEREST
- Active Threat Assessment: METHODOLOGY
- Run / Hide / Fight
- Law Enforcement Response
- After Action: ASSESSMENT / RESPONSE
- Your Emergency Action Plan

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## DEFINITION: Active Threat

**Definition: Active Threat Situation**

- An event where one or more individuals are actively engaged in killing or attempting to kill people in a confined and populated area;
- Most often involves firearms and no clear pattern of victim selection
- Situations are unpredictable and evolve quickly.

**Response & Timing**

- Immediate law enforcement deployment is usually required to stop the shooting and mitigate harm
- Incidents often over within 10 -15 minutes - before law enforcement arrives on the scene,
- Individuals must be mentally and physically prepared to respond until help arrives

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## DEFINITION: Active Shooter

**Key Characteristics**

- An individual actively engaged in killing or attempting to kill people in a confined, populated area;
- Most often involves firearms
- No clear method or pattern of victim selection
- Situations are unpredictable and evolve quickly.

**Response & Timing**

- Immediate law enforcement deployment is usually required to stop the shooting and reduce harm
- Usually over within 10 -15 minutes - before law enforcement arrives on the scene,
- Individuals must be mentally and physically prepared to respond until help arrives

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## Eight Warning Behaviors of Intended Violence

**Red Flag Behaviors**

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- ⚠ **Pathway** – Researching, planning, or preparing for an attack
- ⚠ **Fixation** – Obsessive focus on a person, cause, or grievance
- ⚠ **Identification** – Aligning with violent ideologies or attackers
- ⚠ **Novel Aggression** – New aggressive acts to test boundaries
- ⚠ **Energy Burst** – Surge of activity before the act
- ⚠ **Leakage** – Communicating violent intent to others
- ⚠ **Directly Communicated Threat** – Making explicit threats
- ⚠ **Last Resort** – Expressions of desperation or hopelessness

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## Threat Indicators

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Verbal and/or Visual Behaviors → Identify Active Threat → Make Informed Decision on Action

*Deceptive, threatening, trying to hide in plain sight, or carrying contraband or weapons.*

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## What happens in the moment?

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- 🕒 Denial, Deliberation, Decisive Moment
- 🕒 RUN, HIDE, FIGHT
- 🕒 When Police Arrive

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# What is a DECISIVE MOMENT?

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## Denial, Deliberation, Decisive Moment

# PREPARED vs NOT PREPARED

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The slide features a dark blue header with the title 'Run, Hide, or Fight'. Below the title is a yellow bar containing the text 'Immediate Response Options'. To the right of the yellow bar is a list of three items, each preceded by a blue circular icon. The list includes: 'Prioritize escape', 'Minimize exposure', and 'Resist only as a last resort'. The background of the slide is white with a pattern of light blue hexagons.

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**RUN**

Always evacuate first — if a safe route is available.

- Try to determine your route before starting to move.**
- If possible, help others to escape. But do not try to move any wounded individuals.**
- Even if others decide not to follow, continue evacuation.**
- Try to keep others from moving towards areas where the shooter might be.**
- Run as far as you feel comfortable. Call or Text 911 once you get to a safe location.**

**NOTE: This list highlights only common indicators of violent behavior. It is not comprehensive and should not be used as a diagnostic tool.**

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## HIDE

If the shooter is nearby OR  
escape isn't possible, hide out of sight and secure your location.

Lock the door and blockade the door with heavy furniture. Use any means to block them out. If access is difficult, they will likely move on.

Silence your cell phone and remain quiet.  
**Text 911 / Call 911 if safe to do so**

Hide behind large items out of view and provide protection from gunfire (i.e., equipment, cabinets, desks, cars, large trees, brick wall)

Turn off lights, close windows, shades and blinds.

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# FIGHT

As a **last resort**, and only when your life is in **imminent danger**, resist with full commitment to disrupt and/or incapacitate the active shooter by:

Acting as **AGGRESSIVELY** as possible.

Yelling **LOUDLY** to disorient/ distract the shooter.

Throwing items and **IMPROVISING WEAPONS** - use any object as a weapon, from chairs to fire extinguishers.

Committing to your **ACTIONS** — hesitation increases risk

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When Officers Enter The Scene

Your behavior matters as much as theirs.

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OFFICERS ARE THERE TO **STOP** THE ASSAILANT

Officer's purpose is to stop the active shooter asap.

Officers are not there to help the injured or those hiding.

Officers will proceed directly to the area in which shots were heard.

HOW TO RESPOND WHEN POLICE ARRIVE

Put down any items in your hands (i.e., bags, jackets)

Keep hands visible at all times

Avoid making quick movements toward officers such as holding on to them for safety

Avoid pointing, screaming and/or yelling

Do not ask officers for help or direction. Proceed in the direction from which officers entered premises.

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How Law Enforcement Trains for Active Threat



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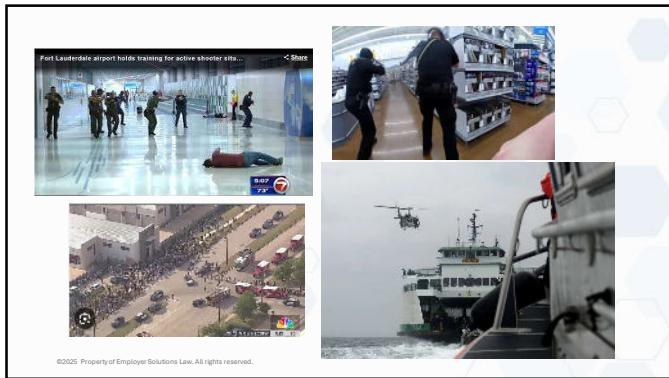
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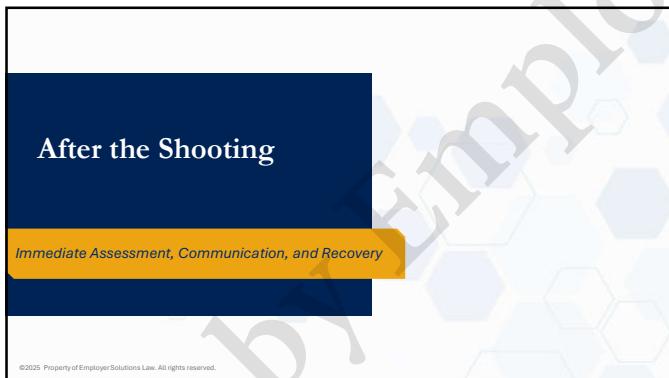
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## COMMUNICATE WITH STAFF

Clear, Honest, Communication Builds Trust.

- Provide clear updates — avoid rumors or speculation
- Acknowledge the incident— outline next steps (security, counseling, return-to-work)
- Reinforce support — encourage questions and remind staff they are not alone
- Set boundaries — no press or social media posts; share only approved messaging
- Establish regular updates — reconvene at set times or via phone/text tree

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## Building an Emergency Action Plan

## A roadmap for protecting people and operations during a crisis.

- Develop Controls
- Identify Specific Risk Factors
- Disaster Response
- Plan Sections
- Crisis Communication

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## Develop Controls



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# Your Plan Should Include

Essential Components For Safety and Continuity

- Reporting Procedures**
  - ✓ How to notify authorities, emergency services, and on-site personnel
- Evacuation Plan Escape Procedures**
  - ✓ Clearly posted routes to safe areas
  - ✓ Multiple rally points identified
- Key Contact Information**
  - ✓ Local hospitals and medical services
  - ✓ Assigned individuals with specific roles
  - ✓ Locations of all designated rally points
- Communication Systems**
  - ✓ Emergency notification methods (phone, text, PA system, alarms)
  - ✓ Chain of command for disseminating information
- Training & Drills**
  - ✓ Regular practice exercises for staff
  - ✓ Role-specific training for designated responders
  - ✓ Post-drill reviews to improve procedures

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CRISIS COMMUNICATION TEAM	
Identify Roles and Responsibilities in Advance	
<b>External*</b>	<b>Internal**</b>
<ul style="list-style-type: none"><li>♦ Outside Support Easily Accessed</li><li>♦ PR Firm</li><li>♦ Legal Representative</li><li>♦ Grief/Crisis Counsellors</li></ul>	<ul style="list-style-type: none"><li>♦ Employee Guidelines</li><li>♦ Social Media Plan</li><li>♦ Internal Phone/Text Tree or Email Chain</li></ul>

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## COMMUNICATING RESPONSE PLAN TO STAFF

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## Summary & Conclusion

What we've covered

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- Definitions: ACTIVE THREAT/ACTIVE SHOOTER
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Questions?

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Thank You!

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