"Active Shooter/Active Assailant in the Workplace"

Presentation Description:

Active shooter events claim an average of 113 fatalities each year in the United States. More than half of these attacks occur at businesses. Since 2009, active shooter events have increased 600% and the number of people killed at these events at has increased 150%. The eight highest casualty active shooters since 2000, happened despite law enforcement arriving on scene in three minutes or less. The two deadliest actives shooter events in United States history happened with on-duty, uniformed officers on scene at the time the shooting started. Law enforcement officials have stated that active shooter events are one of the most critical public safety priorities. Numerous federal agencies have stated that workplace violence and active shooter events will continue to increase.

Research shows that active shooter events are rarely spontaneous, and perpetrators plan and prepare their attack for days, months, and even years. Case study research of active shooter events finds that perpetrators actively study prior events so that they can thwart security measures and public safety response. This lecture will review the ways these attacks were averted and the plans the perpetrators intended to carry out. Almost three quarters of all active shooter attacks are over before the first law enforcement officer arrives on the scene. Because of the swiftness of the attack, businesses must be prepared for such an event.

This presentation discusses the data that is available on workplace shootings to establish best practices security procedures. A recent research study found that active shooter training often presents conflicting information providing little to no value during an active shooter event. This presentation separates fact from fiction and offers multiple suggestions to increase safety and security to prevent an attack. This powerful lecture will discuss many facets of active shooter response. The active shooter history will be discussed, including the constant modification of active shooter attacks based on research the shooter(s) conducted. The "profile" of the active shooter will also be explored, including commonalities seen in many perpetrators.

This presentation discusses actions to take during an active shooter event will be discussed, including a comprehensive breakdown of the Department of Homeland Security's mantra, "Run, Hide, Fight." In many cases, employees are uncertain as to what to do during an active assailant attack. This course discusses best practice response and considerations for employees if faced with an active assailant attack.

This presentation will also discuss a new and growing debate about "Run, Hide, Fight". Case law and multiple events have demonstrated that "Run, Hide, Fight" is great for employees, but dangerous and narrow-sighted for visitors in the workplace. In multiple recent active shooter events, employees have run first, leaving thousands of visitors to fend for themselves. At the 2017 Hollywood International Airport shooting, more than 200 TSA employees fled first, leaving

18,000 travelers in the terminal to fend for themselves. Many of the TSA officers sustained significant injuries pushing down passengers in the rush to flew. In the aftermath, the national media excoriated TSA for failing to provide directions to the passengers during crisis. This presentation will discuss the new concept of the "Capable Guardian" and how this concept applies at active assailant attacks.

Following a recent workplace mass shooting, the official after-action report noted that workplace practices could not be ruled out as a causative factor for the shooting. The report identified numerous management and human resources practices common to many workplaces, that were potential causes for the mass shooting. The report also provided several recommendations to prevent future workplace attacks. This presentation will present the case study of what occurred, and ways that businesses can implement policies and practices that can possibly prevent workplace mass shootings.

This course is the product of more than 25,000 hours of active shooter research conducted by Threat Suppression staff. This course presents "best practice" recommendations for preventing and responding to workplace active shooter events.

Presentation Objectives:
1. At the conclusion of this program, attendees will learn and discuss the history of active shooter events in United States.
2. At the conclusion of this program, attendees will learn and discuss the concept of "active assailant" and different attack methods, including vehicle-as-a-weapon, mass stabbing, explosives, and more.
3. At the conclusion of this program, attendees can describe issues with profiling the active shooter.
4. At the conclusion of this program, attendees will learn and discuss numerous potential warning indicator for adult active shooter perpetrators.
5. At the conclusion of the program, attendees can describe various methods to increase workplace safety and security.
6. At the conclusion of the program, attendees can describe appropriate actions to take if there is an imminent threat, and actions to take if the threat is not immediately imminent.
7. At the conclusion of the program, attendees can describe variables to consider when employing the "Run, Hide, Fight" mantra during an attack.
8. At the conclusion of the program, attendees will discuss a workplace mass shooting event and identify factors that could have prevented the shooting from occurring.
9. At the conclusion of this program, attendees will be able to describe the legal liability for failing to plan and prepare for active shooter events.
10. At the conclusion of this program, attendees will be able to describe considerations when purchasing anti-intruder devices and upgrading building security.

Time Needed:
One to four hours