Active Shooter
Surviving the Threat

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Prepared by the Nevada Threat Analysis Center (NTAC) for presentation to school administrators, governmental and private employees, law enforcement, and other non-law enforcement first responders.

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Module 1 Overview

- Active Shooter definition
- Active Shooter statistics
- Active Shooter gunman
- Weapons & equipment
- Indications & warnings
- Prevention/threat identification
- Active Shooter tactics
- Case studies
- Lessons learned
- Prevention and mitigation
- How others survived

Kevin Vickers, 54 years, shot active shooter Michael Zehaf-Bibeau on 10/22/2014

Nathan Cirillo
What is an Active Shooter?

• Definition: An active shooter is

“an individual actively engaged in killing or attempting to kill people in a confined and populated area.”

Violence can be Targeted or “Heat of Passion”. Targeted violence can include insider threats, assassination, workplace violence, stalking or terrorism motivated.
Nov. 13, 2015 Attack in Paris
Catalysts

What motivates active shooters?

- **Bullying** (e.g. feeling of rejection and/or hostility by peers.)
- **Emotional distress** (e.g. rejection of partner, divorce, loss of child custody, etc…)
- **Perceived hostile work environment** (e.g. firing, layoff, reduction in pay or benefits, disciplinary action, etc…)
- **Financial hardship** (e.g. bankruptcy, debt collection, etc…)
- **Mental disability**
Frequency of Attacks
FBI 2000-2013 Study

- Active shootings: **160 incidents** between 2000-2013
- **FBI Study:**
  - 486 killed
  - 557 wounded
  - 1,043 casualties
- 70.0% of the incidents in commerce/business or educational environment
- In 64 incidents (69.0%) incidents ended in **5 minutes or less** (23 less than 2 min.)
- In 45 (28.1%) of incidents L.E. and shooter exchanged gunfire.
- In 21 incidents (13.1%) incident ended after unarmed civilians restrained shooter
- In all 64 (40.0%) of shooters committed suicide
- In all, 24 (15.0%) involved shootings at more than 1 location (FBI, 9/2013)

**Active Shootings in United States (2000 – 2013)- FBI Study**

- Limited evidence suggests high-profile active shootings spark “copy-cat” attacks
Locations of Attacks (FBI)

A Study of 160 Active Shooter Incidents in the United States Between 2000 - 2013:
Location Categories

- **EDUCATION**: 24.4% (39)
  - Schools (Pre-K to 12), 16.9% (27)
  - Institutions of Higher Education, 7.5% (12)
- **GOVERNMENT**: 10.0% (16)
  - Other Government Properties, 6.9% (11)
  - Military, 3.1% (5)
- **OPEN SPACE**: 9.4% (15)
- **RESIDENCES**: 4.4% (7)
- **HEALTH CARE FACILITIES**: 2.5% (4)
- **HOUSES OF WORSHIP**: 3.8% (6)
- **COMMERCE**: 45.6% (73)
  - Businesses, Open to pedestrian traffic, 27.5% (44)
  - Malls, 3.8% (6)
  - Businesses, Closed to pedestrian traffic, 14.4% (23)

Source: Active Shooter Report: FBI, 2014
Gunman

Worldwide Gunman Ages & Target Facilities (1966 - 2012)

- What is the profile of an average active shooter?
  - Most active gunmen are males between 35-44 years old; average school shooters are males 15-19 years old
  - Ninety-seven percent are male; 98 percent act alone

Source: NYPD
• What type of firearms do active shooters employ?
  – Handguns used two to one over rifles and shotguns
  – Handguns are concealable; semi-automatic versions provide high rate-of-fire
  – Rifles and shotguns are routinely modified for concealment
  – Worldwide, eight percent of weapons were reported as fully-automatic
  – Multiple firearms routinely carried
Weaponry Continued

Improvised Explosive Device (IEDs)

- Several highly planned active shooting attacks have included IEDs
- IEDs generally used as secondary weapons and are often pre-positioned for an attack
- Gunmen in the Columbine High School massacre utilized dozens of IEDs including pipe and propane tank bombs
  - Note: pipe bombs easy to make with on-line instruction available from numerous sources
Indicators & Warnings

• What are potential indicators and warnings of active shooters?
  – Stated or implied threats
  – Possession of weapons and/or violent propaganda
  – Demonstrated pattern of violent behavior (whether as the perpetrator or victim)
  – Signs of emotional distress
  – Mental health issues (JL)
Tactics

- What common tactics are employed by active shooters?
  - Illegal acquisition and/or possession of weapons
  - Surveillance
  - Timing
  - Ingress through secondary access points
  - Indiscriminate targeting of victims
  - Death by suicide (Redrock, Sparks K-mart)
CASE STUDIES

Michael Zehaf-Bibeau
Seung-Hui Cho
Adam Lanza

STEPHEN PADDOCK

Devlin Kelley
Michael Zehaf-Bibeau

Dylan Klebold
Eric Harris

SHOT & KILLED 67 AND KILLED 8 IN BOMBING (2 DROWNED) 33 UNDER AGE OF 18

Cheri Lash Rhoades
Anders Breivik
Las Vegas (Oct. 1, 2017) **58 DEAD** 486 injured

<table>
<thead>
<tr>
<th>Mass Shooting</th>
<th>Year</th>
<th>Killed</th>
<th>Injured</th>
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<tr>
<td>Pulse Nightclub shooting, 2016</td>
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<td>50</td>
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<td>Virginia Tech massacre, 2007</td>
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<td>33</td>
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<td>Luby's massacre, 1991</td>
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<td>San Ysidro McDonald's massacre</td>
<td>1984</td>
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<td>19</td>
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<td>University of Texas shooting, 1966</td>
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<td>17</td>
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<td>Inland Regional Center shooting, 2015</td>
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<td>21</td>
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<td>Columbine High School massacre, 1999</td>
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<td>U.S. Postal Service shooting, 1986</td>
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<td>Atlanta day trading spree killings, 1999</td>
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<td>Fort Hood massacre, 2009</td>
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<td>Washington Navy Yard shooting, 2013</td>
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<td>Red Lake massacre, 2005</td>
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<td>Umpqua Comm. College shooting, 2015</td>
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<td>Manley Hot Springs shooting, 1984</td>
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<td>101 California Street shootings, 1993</td>
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<td>Westroads Mall shooting, 2007</td>
<td>2007</td>
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<td>Hartford Beer Distributor shooting, 2010</td>
<td>2010</td>
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Southerland Springs, Texas
26 Dead, 20 wounded
Surviving the Active Shooter

Prevention  Mitigation  Response

SHOT & KILLED 67 AND KILLED 8 IN BOMBING (2 DROWNED) 33 Under age of 18

Seung-Hui Cho

Cheri Lash Rhoades

Michael Zehaf-Bibeau

Dylan Klebold

Eric Harris

Anders Breivik
Options for Consideration

Preventative Measures

• Develop active shooter emergency procedures and *routinely train staff*. Attempt to exercise with law enforcement, fire and EMS

• Maintain inner and outer security rings

• If possible, consider hiring armed security

• Remain vigilant and look for warnings and indicators; alert law enforcement authorities to suspicious individuals/behaviors

• Ensure personnel receive training on improvised explosive device (IED)

• Training in how and when to report threats
Develop Threat Assessment Process

• Institute a Violence in the Workplace Committee of multi-disciplined professionals to confront potential threats (e.g. Washoe County Policy consisting of enforcement of policies by committee of specialists who meet, brainstorm and assess/manage threats).

Develop Systematic process designed to:

• Identify persons of concern.
• Gather information/investigate.
• Assess Information and situation.
• Manage the situation (Sigma.08/2017)
Options for Consideration
How Others Survived-

The Law Enforcement Perspective (DHS)

- Law enforcement units should be trained in active shooter response, to include deployment of contact & follow-on rescue teams (DHS, Office of Health, 2016)
- All first responders (EMS, Fire, Police) should be trained and practice working together in active shooter scenarios.
- Active shooter first response should focus on traditional CARE Under Fire injuries with immediate “extraction” from the site. All casualties should be directed or moved to a “Safe Point” by extraction teams for re-triage.
- Interoperability between EMS, fire, and law enforcement must be exercised and an understanding of responsibilities and actions of all parties (achieved by mutual trainings, policies and exercises) (DHS).
- State and local officials should promote CERTS and other volunteer resources to deliver civilian training in conjunction with other initiatives so that Active Shooter training and resource development extends to non-governmental agencies and individuals.
Active Shooter:  What You Can Do
Active Shooter Incidents

• Where we:
  – Shop
  – Exercise free speech
  – Learn
  – Work
About Active Shooter Incidents

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

Employees can help prevent and prepare.
Active Shooter Situations

– Unpredictable.
– Evolve quickly.
– Continue until stopped by law enforcement, suicide, or intervention.
What actions should you take to keep yourself safe in an active shooter situation?
How To Respond

- Evacuate
- Hide Out
- Take Action

Respond
Take Action
Evacuate (1 of 2)

– 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.
Evacuate (2 of 2)

– 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?
Hide Out

Your hiding spot should:

– Be out of the active shooter’s view.
– Provide protection if shots are fired.
– Not restrict options for movement.
Hide Out
Hide Out
Hide Out
Hide Out

When Installed, The Door Will Only Open A Couple Of Inches
Hide Out
If the shooter is nearby:
– Lock the door.
– Hide behind large item (e.g., cabinet, desk).
– Silence cell phone/pager.
– Remain quiet.
As an absolute last resort:

– Act as aggressively as possible.
– Improvise weapons and throw items.
– Yell.
– **Commit to your actions!**
Take Action
Take Action
Take Action
Take Action
Take Action
Discussion: Reaction of Managers

What should managers do in an active shooter situation?
Discussion: When Law Enforcement Arrives

What actions should you take when law enforcement arrives?
Immediate purpose:

– Stop the active shooter.
– Proceed to area where last shots heard.
– First priority is to eliminate the threat.
– Shout commands.
– Push individuals to the ground for their safety.
Reacting to Law Enforcement

– 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.
Discussion: Preparation

How can you prepare for and prevent active shooter situations?
How To Prepare

– Conduct training.
– Recognize indicators of potential workplace violence.
Soft Targets

• What are soft targets?
  – Definition: Any facility, vehicle, or venue that offers little to no security measures to its personnel or the public
  – Schools are among the most vulnerable soft targets in the community because they:
    • Utilize multiple points of access
    • Have limited to no personal/vehicle searches
    • Lack hardened “safe zones” (securable rooms without windows)
    • Generally have limited video surveillance systems
    • Do not routinely train and exercise for active shooter events or other emergencies (excluding fire drills)
    • Have limited law enforcement or armed security personnel presence
Hard Targets

• In contrast, “hard targets” implement multiple layers of security measures to protect personnel and the public to include:
  – Perimeter fencing and closed-circuit security cameras
  – Multiple emergency communication systems (e.g. public announcement system, text alerts, etc...)
  – Physical barriers protecting critical nodes
  – Personal and/or vehicle searches (e.g. metal detectors at primary access point(s), restricted parking and vehicle searches)
  – Single point of access; access controls (e.g. authentication systems, card swipes, automatic exterior locking doors, restricted areas/safe zones)
  – Armed security personnel
  – Routinely exercised emergency planning policies
Conducting Training

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.
– Procedures for reporting threats.
Recognizing Indicators of Violence

- Oversized or clothes not appropriate for event/weather
- Keeping hands in pockets and otherwise concealing hands
- Repositioning weapon (confirmation touch)
- Small bulges near waste or hip
- Adjusting waistband or clothing
- Undo attention to carried objects
- Oversized torso or bulky jacket/vest
- Favoring one side (strong side)
- Blading (turning body to protect weapon)
Workplace Violence Indicators

– No one “just snaps”.
– May be current or former employee.
– May display characteristics of potentially violent behavior.
– Conflicts with co-workers that go beyond mere disagreements.
– Anger Problems,
– Change in appearance /Personal Hygiene.
– Talking about violence.
– Suicide or Homicidal ideation.
– Strange and aberrant behavior (Bully-like).
– Acting out / Inappropriate responses to mundane issues.
– Expressionless face.
– Loner or isolationist behavior.
Course Summary

– 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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Questions / Comments?

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