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Active Shooter Surviving the Threat

**Conference for Chief Justices
January 29, 2018
Las Vegas, Nevada**

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

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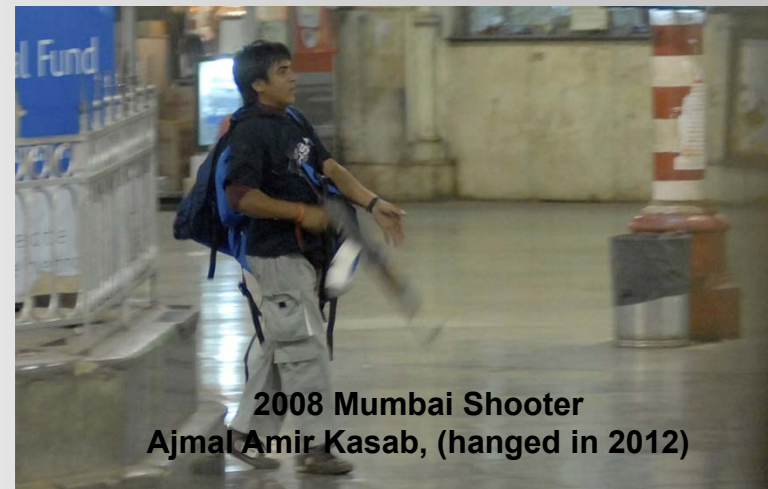


What is an Active Shooter?

- Definition: An active shooter is

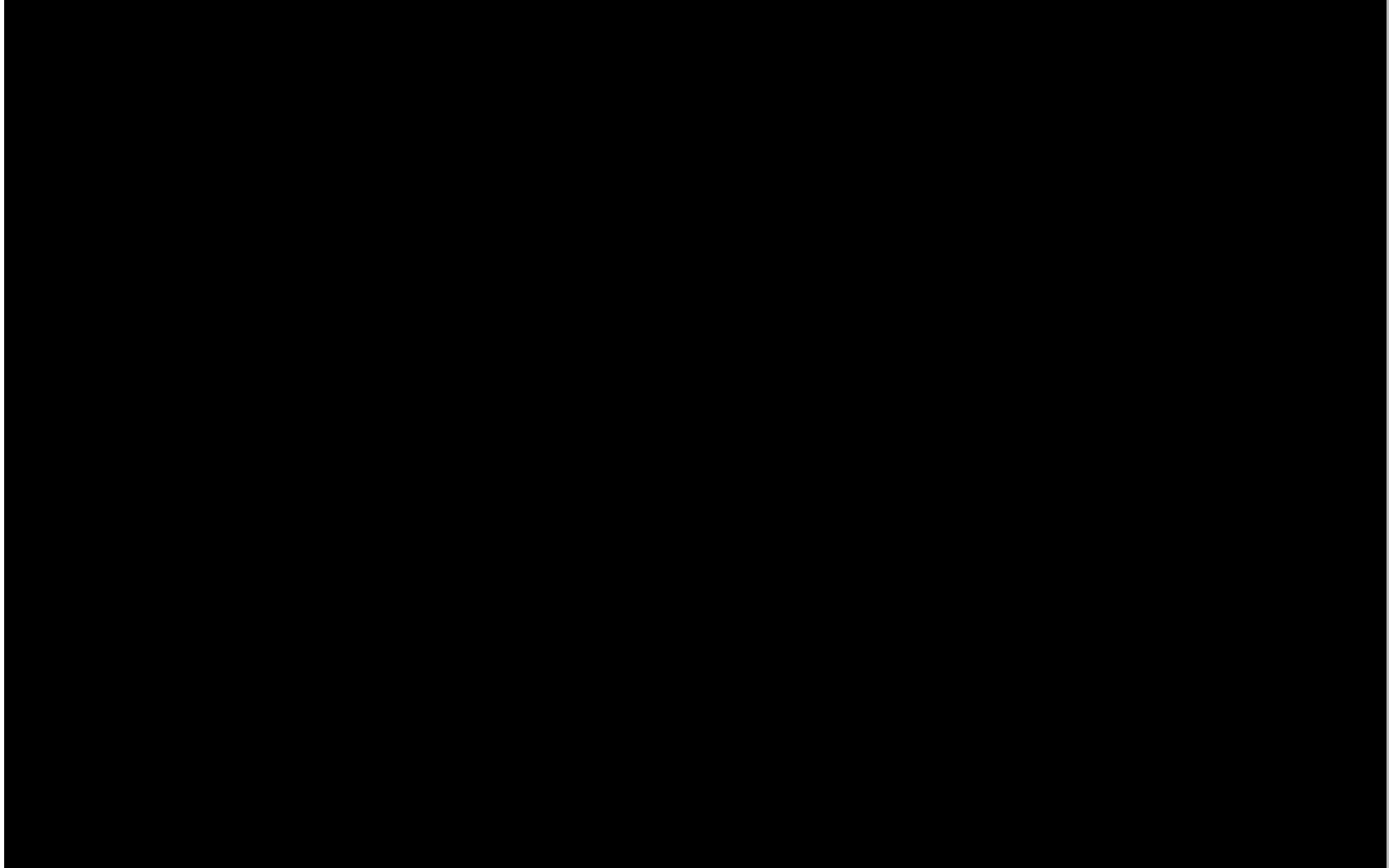
“an individual actively engaged in killing or attempting to kill people in a confined and populated area.”

Violence can be Targeted or “Heat of Passion”. Targeted violence can include insider threats, assassination, workplace violence, stalking or terrorism motivated.



2008 Mumbai Shooter
Ajmal Amir Kasab, (hanged in 2012)

Nov. 13, 2015 Attack in Paris





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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**

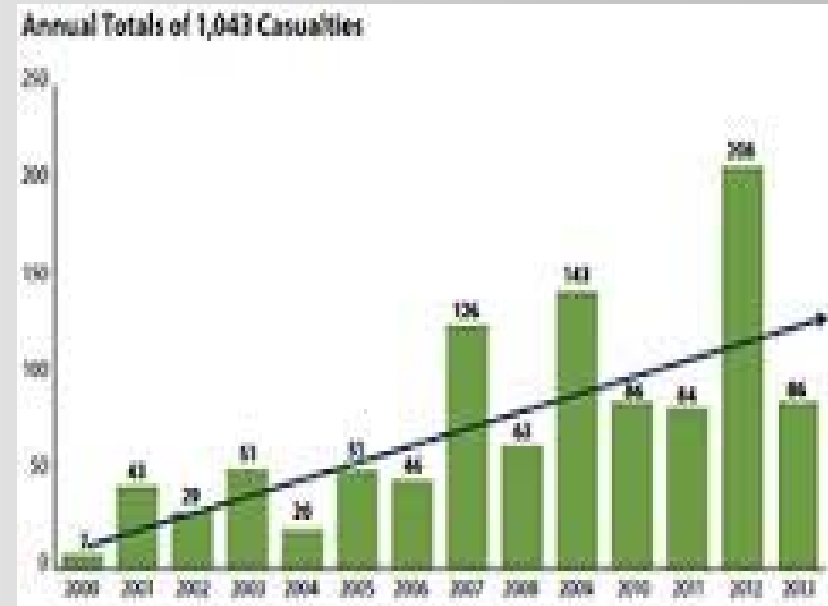
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Frequency of Attacks FBI 2000-2013 Study

- 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

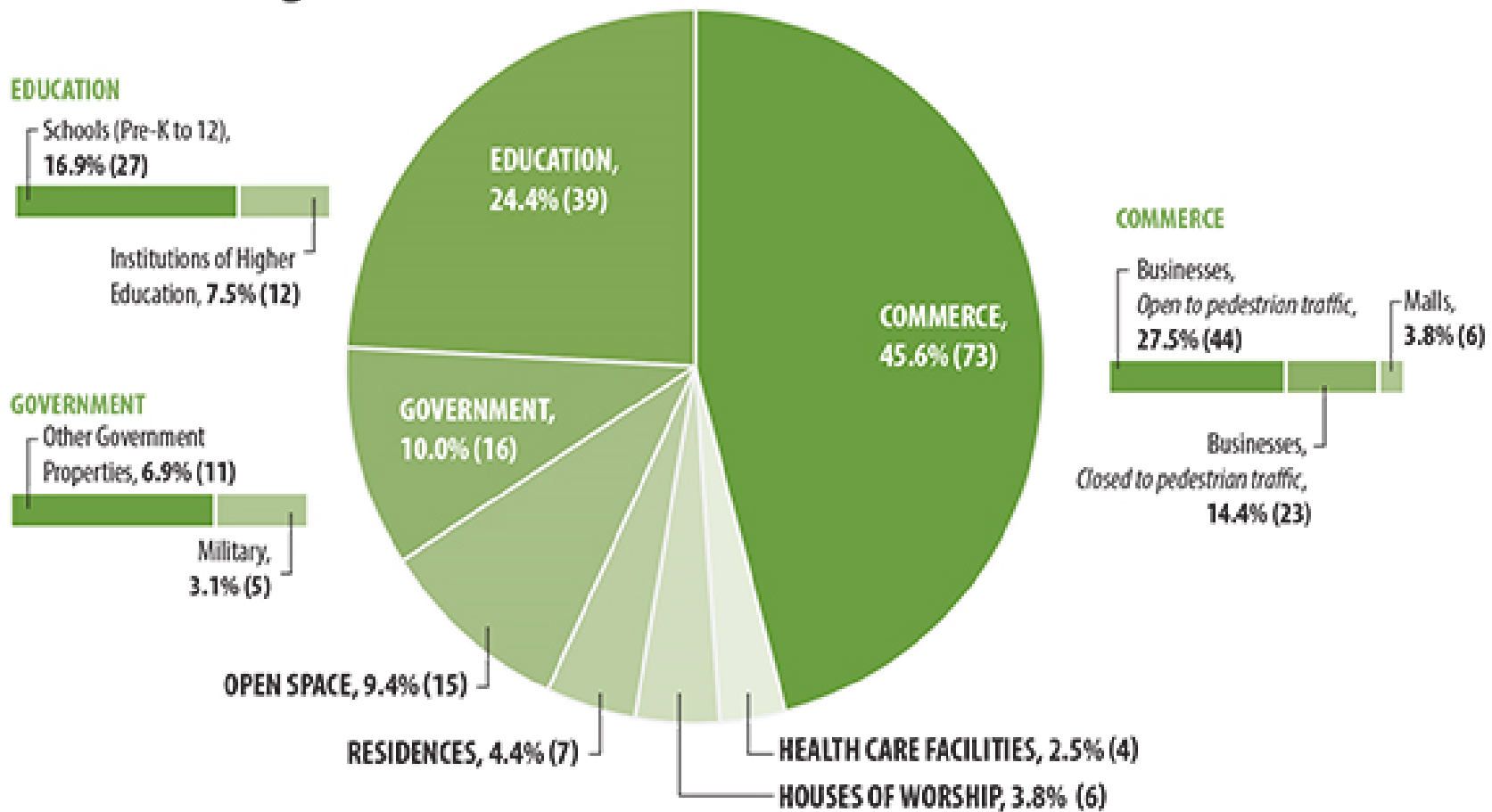


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Locations of Attacks (FBI)

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



Source: Active Shooter Report: FBI, 2014

Source: Federal Bureau of Investigation, 2014

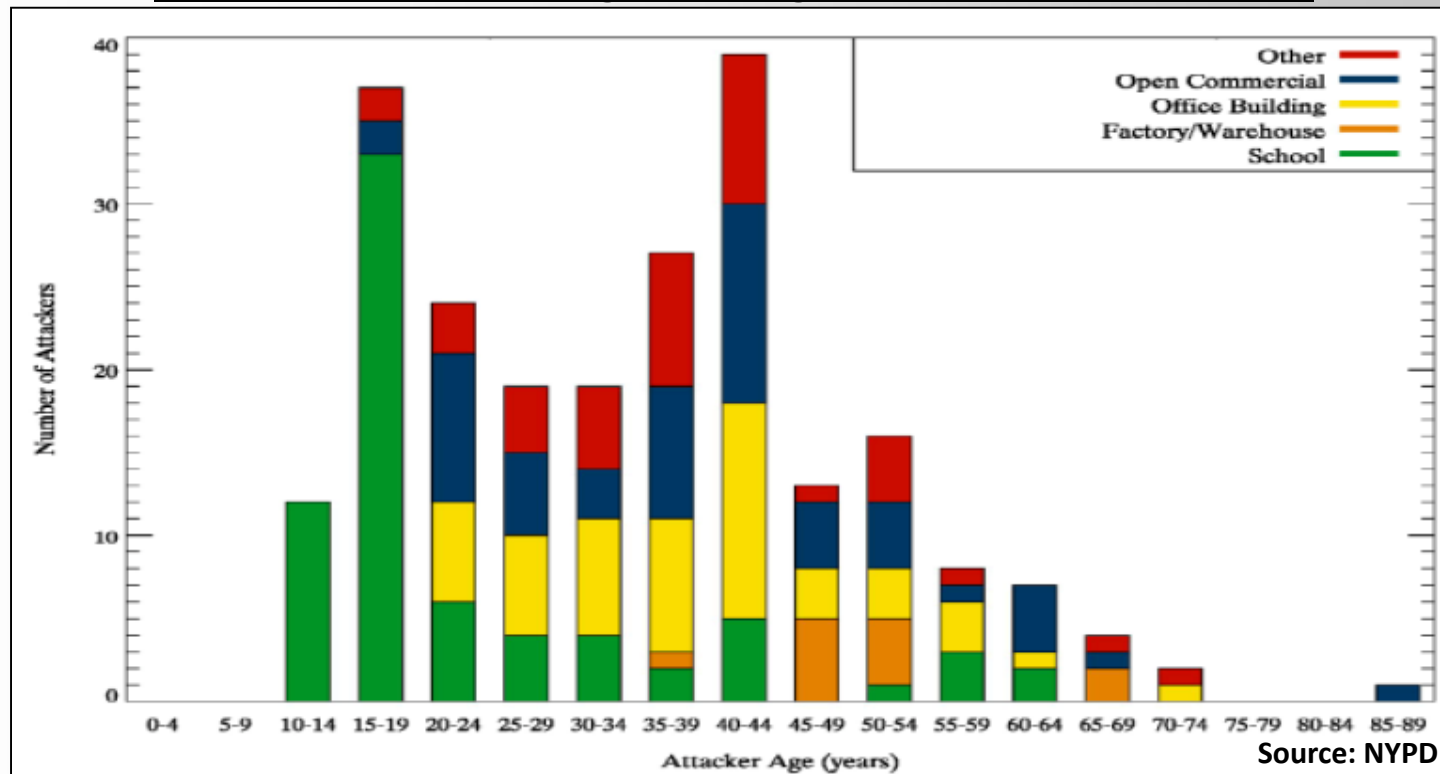


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Gunman

Worldwide Gunman Ages & Target Facilities (1966 - 2012)



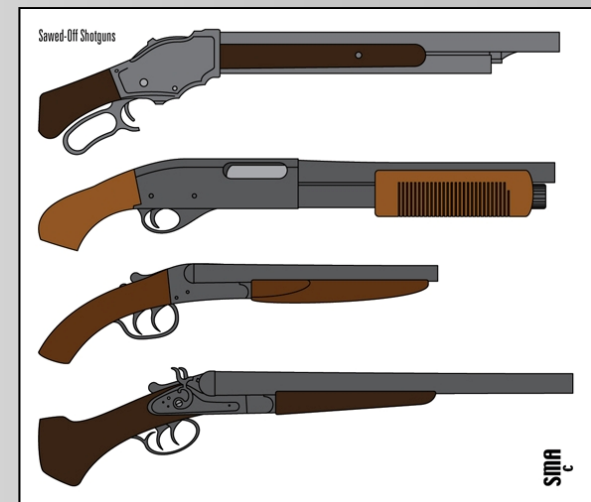
- What is the profile of an average active shooter?
 - Most active gunmen are males between 35-44 years old; average school shooters are males 15-19 years old
 - Ninety-seven percent are male; 98 percent act alone

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Weaponry

- 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)

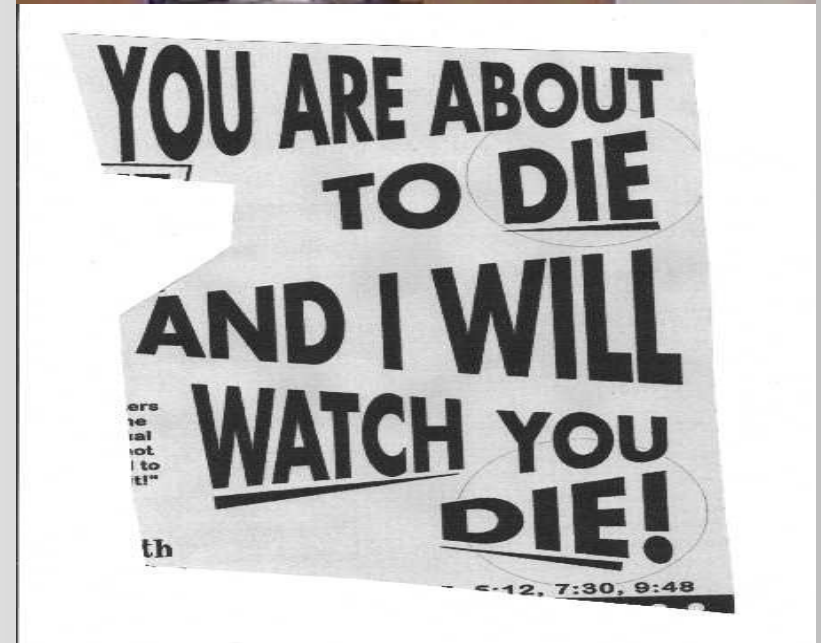


- Several highly planned active shooting attacks have included IEDs
- IEDs generally used as secondary weapons and are often pre-positioned for an attack
- Gunmen in the Columbine High School massacre utilized dozens of IEDs including pipe and propane tank bombs
- **Note: pipe bombs easy to make with 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)





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Tactics

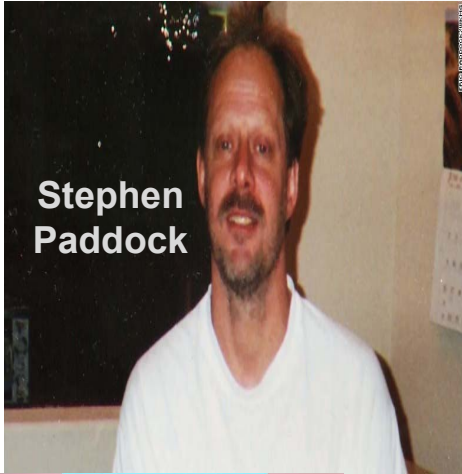


- What common tactics are employed by active shooters?
 - **Illegal acquisition and/or possession of weapons**
 - Surveillance
 - **Timing**
 - Ingress through secondary access points
 - **Indiscriminate targeting of victims**
 - Death by suicide (Redrock, Sparks K-mart)

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CASE STUDIES



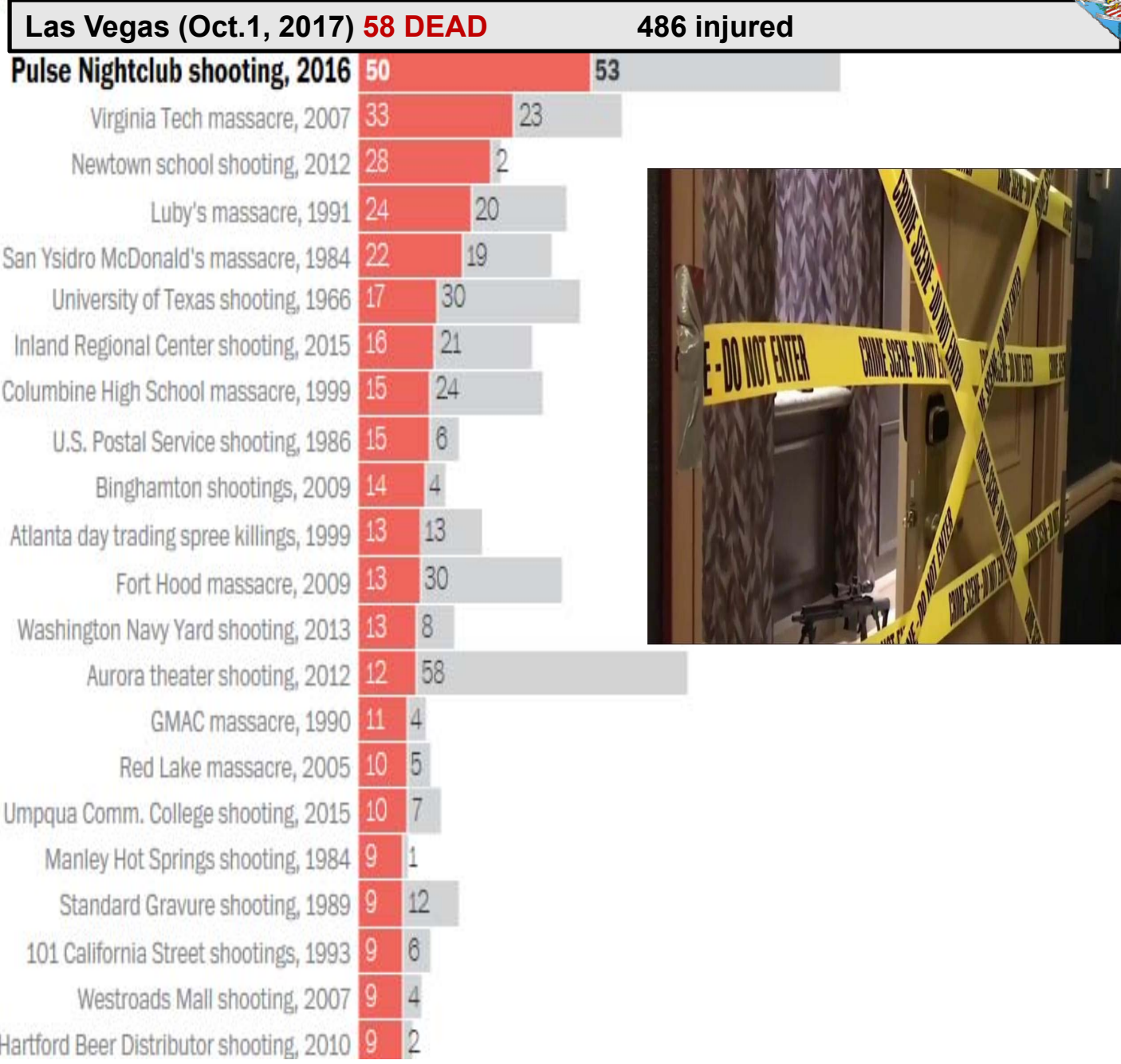
Dylan Klebold **Eric Harris**

Eric: First of all, there is nothing that anyone could have done to prevent this. No one is to blame except me and vodka.





Number of people **killed** and **injured** in the 25 deadliest mass shootings in the U.S.

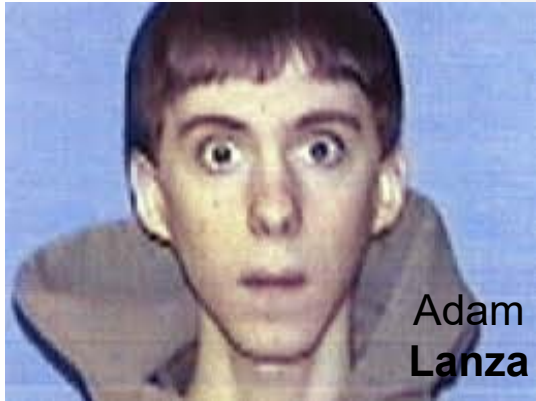


**Southerland
Springs, Texas**
**26 Dead, 20
wounded**





Surviving the Active Shooter



Adam
Lanza



Seung-
Hui
Cho



Cheri
Lash
Rhoades



Michael
Zehaf-
Bibeau



Dylan
Klebold Eric
Harris



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

Anders
Breivik

Prevention Mitigation Response



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



FEMA



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.



Discussion: Response

What actions should you take to keep yourself safe in an active shooter situation?



How To Respond



Respond

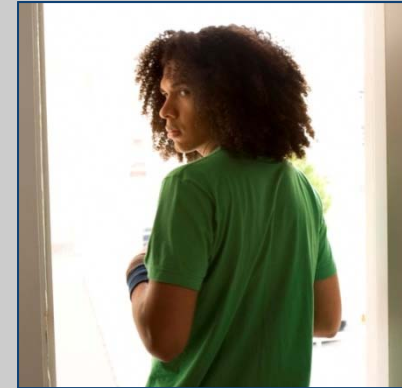
- Evacuate
- Hide Out
- Take Action

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





Hide Out





Keeping Yourself Safe While Hiding



- If the shooter is nearby:
- Lock the door.
 - Hide behind large item (e.g., cabinet, desk).
 - Silence cell phone/pager.
 - Remain quiet.



Take Action



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

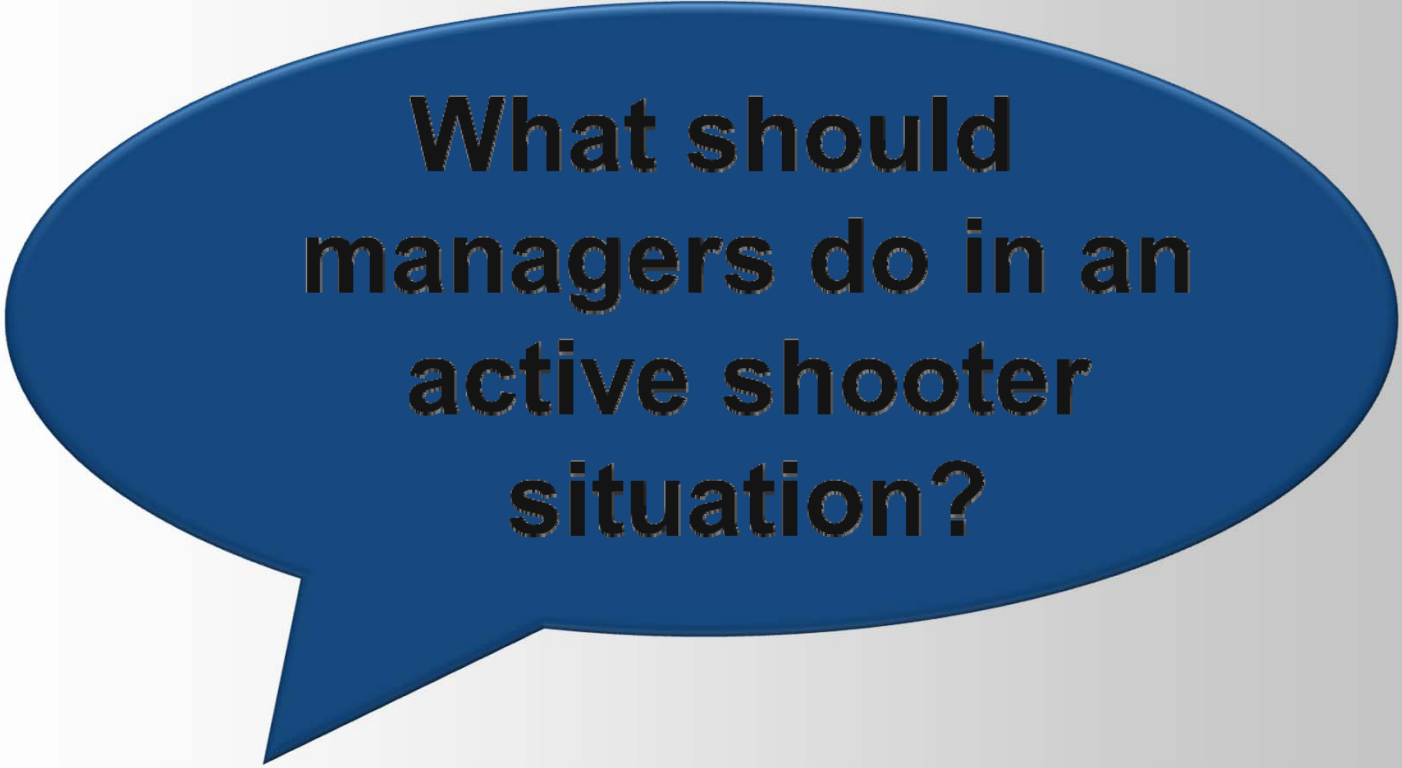




Take Action



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?



Law Enforcement's Role



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.

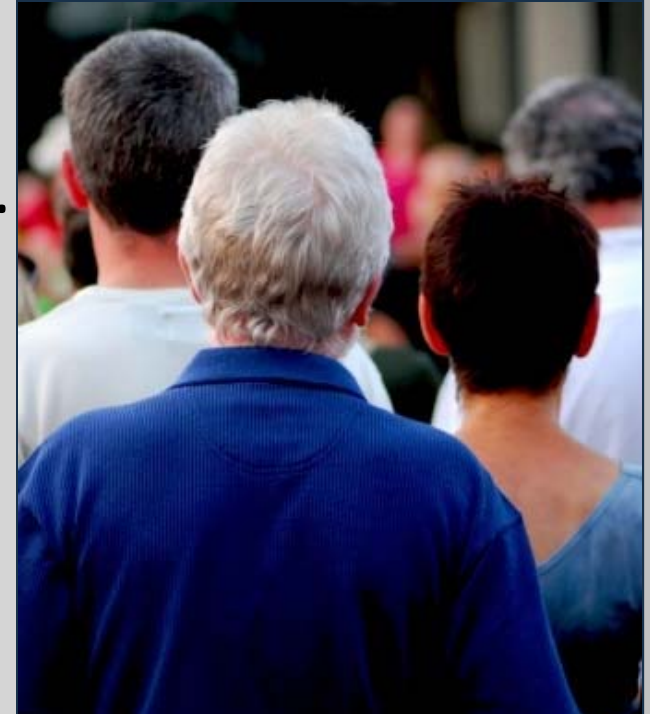




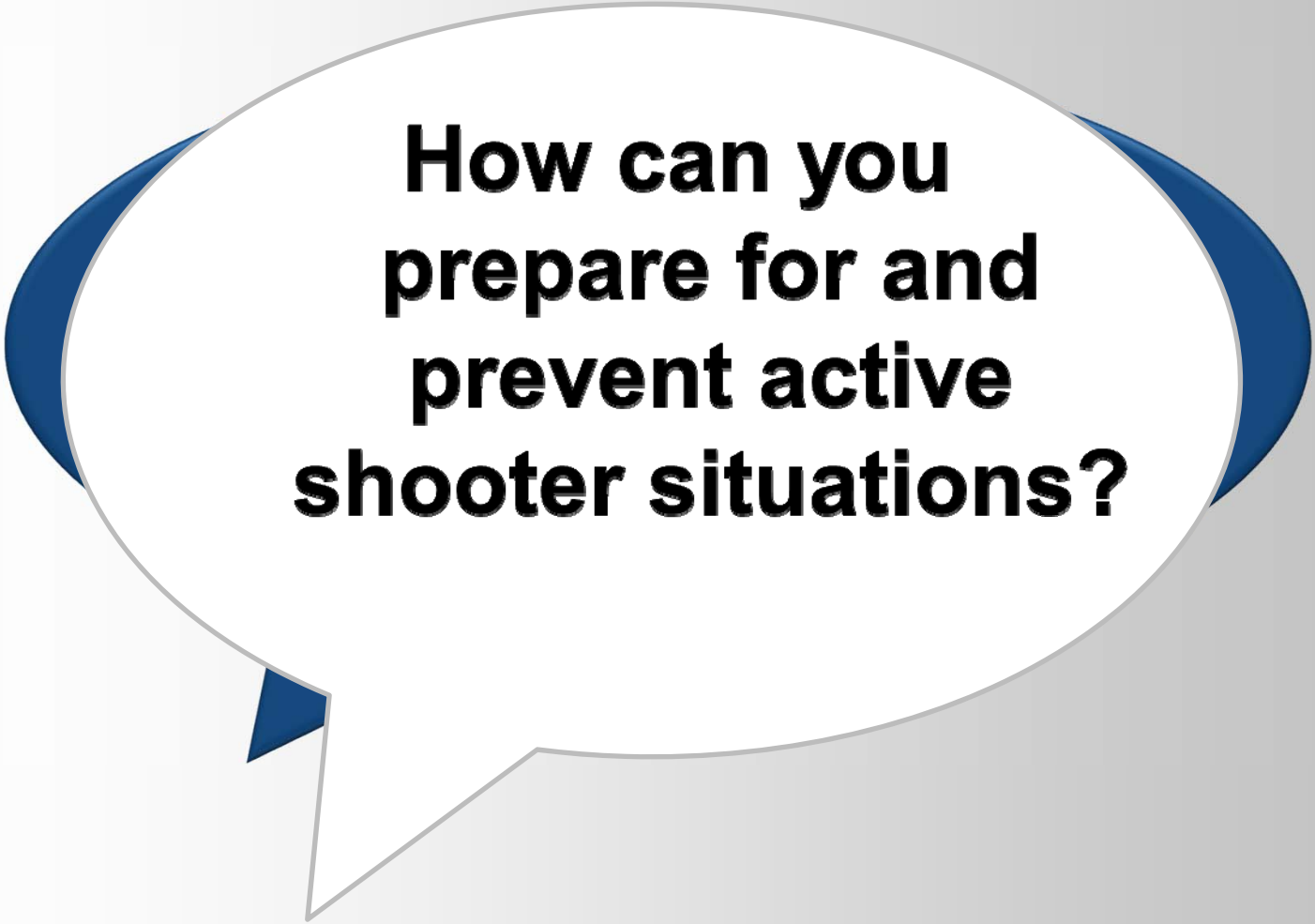
Reacting to Law Enforcement



- 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



- Develop an Emergency Action Plan.
- Conduct training.
- Recognize indicators of potential workplace violence.



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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

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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

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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





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.
- Emotional problems, mental health issues, and substance abuse.



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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