



# ONLINE ACTIVE SHOOTER AWARENESS TRAINING



# Training overview

By the end of this training you will:

- Understand actions to take to effectively respond to an active shooter situation
- Recognize potential violence indicators
- Identify actions you can take to prepare for an incident
- Understand the post incident management of an active shooter situation

# What is an active shooter incident?

An active shooter incident is a dynamic situation in which a person or persons are actively engaged in killing or attempting to kill people in a populated area (target- rich environment). In addition to the use of firearms, the act may also include but not be limited to edged weapons, vehicles or explosives.

# How should you respond?



Click photo to play video

# How to respond

Let's review the key points from the video presentation.

In an active shooter situation, you should quickly determine the most reasonable way to protect your own life. You should:

- Run: If there is an accessible escape path, attempt to evacuate the premises.
- Hide: If evacuation is not possible, find a place to hide where the active shooter is less likely to find you.
- Fight: As a last resort, and only when your life is in imminent danger, attempt to disrupt and/or incapacitate the active shooter.

# How to respond

It is important for employees to be trained so that they can react if they are ever confronted with an active shooter situation. As these situations evolve quickly, quick decisions could mean the difference between life and death. If you are in harm's way, you will need to decide rapidly what the safest course of action is based on the scenario that is unfolding before you.

# Run

If there is an accessible escape path, attempt to evacuate the premises. Be sure to:

- Warn and prevent others not to enter an area where the active shooter may be.
- Have an escape route and plan in mind.
- Evacuate regardless of whether others agree to follow.
- Leave your belongings behind.
- Help others escape, if possible.
- Keep your hands visible.
- Follow the instructions of police officers.
- Do not attempt to move wounded people.
- Call 911 when it is safe to do so.

# Hide

If safe evacuation is not possible, find a place to hide where the active shooter is less likely to find you.

Your hiding place should:

- Be out of the active shooter's view.
- Provide protection if shots are fired in your direction (e.g., an office with a closed and locked door).
- Not trap you or restrict your options for movement.

To prevent an active shooter from entering your hiding place:

- Lock/barricade the door.
- Blockade the door with heavy furniture.
- Close, cover and move away from windows.



# Keeping yourself safe while hiding

If the active shooter is nearby:

- Lock/barricade the door
- Silence your cell phone
- Hide behind large items (e.g. cabinets, desks)
- Remain quiet

Consider the difference between cover and concealment. Cover will protect from gunfire and concealment will merely hide you from the view of the shooter. Choose the best space that is available quickly.

# Fight

As an absolute last resort, and only when your life is in imminent danger, attempt to disrupt and/or incapacitate the active shooter:

- Act as aggressively as possible against him/her.
- Throw items and use improvised weapons.
- Work together to incapacitate the shooter.
- Commit to your actions.

# Employees as leaders

When an emergency occurs, students, visitors and other employees will look to you to direct them to safety as you are most familiar with your own workspace/building. Those unfamiliar will likely follow the lead of informed employees during an emergency situation.

# Be prepared to

During an emergency, employees should be prepared to:

- Take immediate action
- Remain calm, professional and prepared to act as a leader
- Lock and barricade doors if possible
- Lead those unfamiliar with the area out through a safe exit to a safe area.

When pre-selecting shelter-in-place locations, consider any safe areas within the facility that provide good cover and concealment options. Use whatever is available, including desks tables, file cabinets, books, etc. Stay behind solid objects and away from the door.

# When law enforcement arrives

- Remember the primary goal of law enforcement is to eliminate the threat and STOP the active shooter as soon as possible.
- With that as their primary responsibility, they will not be able to stop to help injured persons until the environment is deemed safe.
- Officers from multiple jurisdictions will respond to the scene. Many may be wearing traditional uniforms while others may be arriving wearing tactical equipment such as vests, helmets and equipped with rifles.

# When law enforcement arrives

- ⦿ Officers will take command of the situation.  
Expect to have orders shouted to you by Police, even pushing individuals out of the way or to the ground for their safety.
- ⦿ When Police arrive it is important that you...

# When law enforcement arrives

- ⦿ Remain calm and follow their instructions.
- ⦿ Slowly put down any items in your hands (e.g., bags, jackets)
- ⦿ Raise hands and spread fingers
- ⦿ Keep your hands visible at all times
- ⦿ Avoid quick movements toward officers, such as reaching at them for safety
- ⦿ Avoid pointing, screaming or yelling
- ⦿ Do not stop to ask officers for help or direction when evacuating, as they will be focused on finding and incapacitating the shooter. Not adhering to officers' instructions puts everyone in danger.

# Law enforcement role

Let's review what to expect when Police arrive at an active shooter incident:

- Their immediate goal is to STOP the threat. They will proceed to the area where the last shots were heard.
- The first responding officers will NOT stop to help injured. They will secure the scene first.
- When there is an emergency such as an active shooter incident, it is important to remember that officers arriving on scene may be coming from many different duty assignments and will likely be in various types of uniforms and even in street clothes. Do not be surprised by the variance in appearance, as law enforcement officials are trained to react quickly and work together.



# Additional responders

- ⦿ Along with Police, Fire and EMS will also be responding to the incident.
- ⦿ Rescue teams will be made up of members from these three groups to treat and remove injured persons. These teams may also request able-bodied individuals to assist in removing the wounded from the incident.

# Assembly point

- Police will guide you to a safe area or assembly point. You will likely be held in that area by Police until the situation is under control and all witnesses have been identified and questioned.
- In this area, medical and psychological assistance will be provided for everyone needing these services.
- This area will also be used to help reunite individuals with loved ones.
- **DO NOT LEAVE** the assembly point until Police have instructed you to.

# Prevention

- ⦿ Current or former employees/students typically do not become violent unexpectedly. Instead, they display indicators of potentially violent behavior over time.
- ⦿ Explosive outbursts of anger, talk of financial problems, and repeated violations of University policies are just some indicators of potentially violent behavior. In order to help prevent potential active shooter incidents, we must alert a supervisor or other official if we believe someone exhibits potentially violent behavior.
- ⦿ And, finally fostering a respectful workplace is one of the best measures for preventing an active shooter incident

# Indicators of potential violence

- People typically do not just “snap,” but display indicators of potentially violent behavior over time. If these behaviors are recognized, they can often be managed and treated.
- Indicators of potentially violent behavior by an employee MAY include:
  - Depression/withdrawal
  - Repeated violations of policies
  - Explosive outbursts of anger or rage without provocation
  - Behavior that may suggest paranoia (e.g., “everybody is against me”)
  - Talk of severe financial problems
  - Talk of previous incidents of violence

# Additional indicators

This list of behaviors is not comprehensive, nor is it intended as a mechanism for diagnosing violent tendencies:

- Increased use of alcohol and/or illegal drugs.
- Unexplained increase in absenteeism; vague physical complaints.
- Noticeable decrease in attention to appearance and hygiene.
- Depression and/or withdrawal.
- Resistance and overreaction to changes in policy and procedures.
- Repeated violations of organizational policies.
- Increased severe mood swings.
- Noticeably unstable, emotional responses.
- Explosive outbursts of anger or rage without provocation.
- Suicidal; comments about “putting things in order.”
- Behavior that may suggest paranoia (e.g., “everybody is against me”).
- Increasingly frequent mentions of problems at home.
- Escalation of domestic problems into the workplace.
- Talk of severe financial problems.
- Talk of previous incidents of violence.
- Empathy with individuals committing violence.
- Increase in unsolicited comments about firearms, other dangerous weapons and violent crimes.

# Remember

Report violent acts or threats of violence to your immediate supervisor, Security/Police, RA or professor.

Regardless of the type of workplace violence, the chances for prevention improve with increased awareness of potential warning signs and rapid response to a problem.

# Follow-up actions

Following an incident it is imperative to manage the consequences and analyze the lessons learned.

Post-event activities include:

- Accounting for missing persons
- Determining a method for notifying families of victims
- Providing follow-up care to those involved including grief counseling

# Follow-up actions

- ① To facilitate effective planning for emergencies, it is important to analyze the recent active shooter situation and create an after action-report. The lessons learned should be used to refine the Emergency Action Plan and provide needed training.
- ① Managing the consequences of an incident and identifying lessons learned promotes the well-being of those involved and facilitates preparedness for emergencies.



# Managing the consequences

After the active shooter has been incapacitated and is no longer a threat, university officials will engage in post-event assessments and activities, including:

- An accounting of all individuals at a designated assembly point to determine who, if anyone, is missing and potentially injured.
- Determining a method for notifying families of individuals affected by the active shooter, including notification of any casualties.
- Assessing the psychological state of individuals at the scene and referring them to health care specialists accordingly.
- Identifying and filling any critical personnel or operational gaps left in the organization as a result of the incident.

# Lessons learned

To facilitate effective planning for emergencies, it is important to analyze the recent active shooter situation and create an after-action report. The analysis and recommendations contained in this report are useful for:

- Serving as documentation for response activities.
- Identifying successes and failures that occurred during the event.
- Providing an analysis of the effectiveness of the existing Emergency Action Plan.
- Describing and defining a plan for making improvements to the Emergency Action Plan.

# Credits

- ◎ Information in this training was obtained from DHS website and FEMA's Active Shooter Training 907
- ◎ Additional Information is available at...
  - Rowan University Public Safety Website  
[Emergency Services at Rowan](#)
  - Department of Homeland Security  
[Active Shooter Preparedness](#)
  - Federal Bureau of Investigation  
[Active Shooter Resources](#)
  - FEMA Online Training  
[IS-907: Active Shooter: What You Can Do](#)

# Rowan University Police

## F.A.S.T. Unit

Firearms and Active Shooter Training Unit

Lt. Frank Davey

[daveyf@rowan.edu](mailto:daveyf@rowan.edu)

Sgt. Frank Agosta

[agosta@rowan.edu](mailto:agosta@rowan.edu)

Sgt. Charles Bendorf

[bendorf@rowan.edu](mailto:bendorf@rowan.edu)

Ptl. Jack Conway

[conwayj@rowan.edu](mailto:conwayj@rowan.edu)

## QUESTIONS OR COMMENTS?