

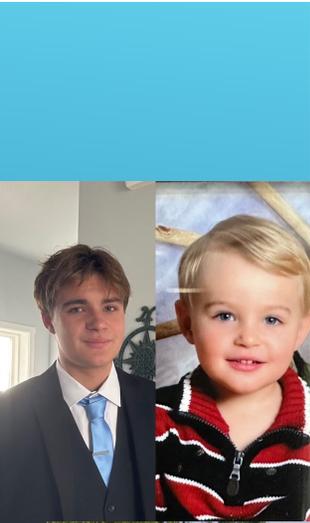
# ACTIVE SHOOTER AWARENESS

Area Commander Jay Boese  
Federal Protective Service  
Department of Homeland Security

# WHO IS THIS GUY??

- ▶ Criminal Justice Degree UoAF
- ▶ 6 Years USAF Security Forces
- ▶ 15 Years Federal Protective Service
  - ▶ Active Threat Response Instructor
  - ▶ Use of Force Instructor
  - ▶ Firearms, Chemical Munitions, Taser Instructor





# TODAYS DISCUSSION

Previous active shooter incidents

Evolution of police response

Police response tactics

How to react to an active shooter

Facility lockdown procedures

What to do when law enforcement arrives

Employer responsibilities

AUGUST 1, 1966  
AUSTIN, TX  
SUSPECT: CHARLES WHITMAN  
KILLED 16 (INCLUDING WIFE,  
MOTHER AND AN UNBORN BABY)  
WOUNDED 31 (AS FAR AWAY AS  
TWO BLOCKS)  
KILLED BY TWO POLICE OFFICERS



## COLUMBINE, CO

- ▶ April 20, 1999
- ▶ Littleton, CO
- ▶ Suspects: Harris and Klebold
- ▶ Killed 13
- ▶ Wounded 24
- ▶ Both suspects planned to and committed suicide



- ▶ April 16<sup>th</sup>, 2007
- ▶ Blacksburg, VA
- ▶ Suspect: Seung-Hui Cho
- ▶ Killed 32
- ▶ Wounded 23
- ▶ Indications are that Cho meticulously planned the assault (mailed his “manifesto”, chained and locked doors, moved methodically into rooms, large quantity of ammunition, extra magazines etc.)
- ▶ Suspect committed suicide



## VIRGINIA TECH SHOOTING



- ▶ November 5, 2009
- ▶ Fort Hood Army Base
- ▶ Suspect: Nadal Malik Hasan (Army Major)
- ▶ Killed 13
- ▶ Wounded 43
- ▶ Shooting in and around a base Soldier Readiness Center
- ▶ FN 5.7 pistol (reloaded numerous times)
- ▶ Wounded by two police officers employing IARD Active Shooter tactics

## FORT HOOD, TEXAS SHOOTING

- ▶ November 6, 2009
- ▶ Gateway Center Building
- ▶ Orlando, FL
- ▶ Veterans Administration on 15<sup>th</sup> Floor
- ▶ Inspector coordinated with local PD
- ▶ Inspector made contact with the VA staff
- ▶ Personnel locked down the office
- ▶ Killed 1 (not a government customer or employee)
- ▶ Wounded 8 (no government customers or employees)

## GATEWAY CENTER, ORLANDO FLORIDA



- ▶ October 1, 2017
- ▶ Las Vegas, NV
- ▶ Suspect: Stephen Paddock
- ▶ Killed: 60
- ▶ Wounded: 413
- ▶ Began shooting as he entered building
- ▶ Deadliest Mass Shooting by a single gunman in American History

## LAS VEGAS SHOOTING

- ▶ Audrey Hale
- ▶ Killed three adults and three children
- ▶ Was a former student of the school

# NASHVILLE CHRISTIAN SCHOOL SHOOTER

- ▶ April 10, 2023
- ▶ Conner James Sturgeon
- ▶ 5 killed, 8 injured
- ▶ Made numerous threats of violence to friends and family



## LOUISVILLE BANK SHOOTER



- ▶ Joel Bowman
- ▶ Attempted to gain access to a Memphis Jewish School.
- ▶ Did not gain entry do to propper lock down procedures
- ▶ Shot and apprehended by Memphis PD

## JEWISH SCHOOL SHOOTER

- ▶ 490 mass shootings in 2023 (as of 9/7/2023)
  - ▶ Total number of Gun Violence Deaths is 29,643
- ▶ Workplaces are the most common mass shooting sites
  - ▶ The term “Mass Shooting” indicates 4 or more shooting victims
  - ▶ Most suspects are known to the business
    - ▶ Employees
    - ▶ Recently Fired
    - ▶ Family Members of Employees



[HTTPS://WWW.GUNVIOLENCEARCHIVE.ORG](https://www.gunviolencearchive.org)

# POLICE RESPONSE TACTICS

## **Immediate Action Rapid Deployment (IARD)**

- ▶ Until proven otherwise, any unauthorized *intruder* inside a building will be considered armed, dangerous, and capable of initiating and conducting a plan that includes the mass murder of innocent people.
- ▶ Law enforcement personnel will enter the building and quickly establish close contact with the intruder(s). This reduces the potential for mass killing.

# HOW DO I RESPOND TO AN ACTIVE SHOOTER?

- Your location and the location of the incident dictate your actions.
- Evacuate:
  - Have an escape route and a plan in mind.
  - Leave your belongings behind.
  - Keep your hands raised.
- Lock down/shelter in place
  - Hide in an area out of the shooter(s) view.
  - Block entry to your hiding place and lock the doors if possible.

# HOW DO I RESPOND TO AN ACTIVE SHOOTER?

## Take action:

- ▶ Only as a last resort and only when your life is in imminent danger.
  - ▶ Act with aggression and attempt to incapacitate the shooter.
  - ▶ Fight the shooter. Rush with lots of people, throw things or use improvised weapons to take the shooter to the ground.
- 

# HOW DO I RESPOND TO AN ACTIVE SHOOTER?

**If caught in an open area, use your judgment.**

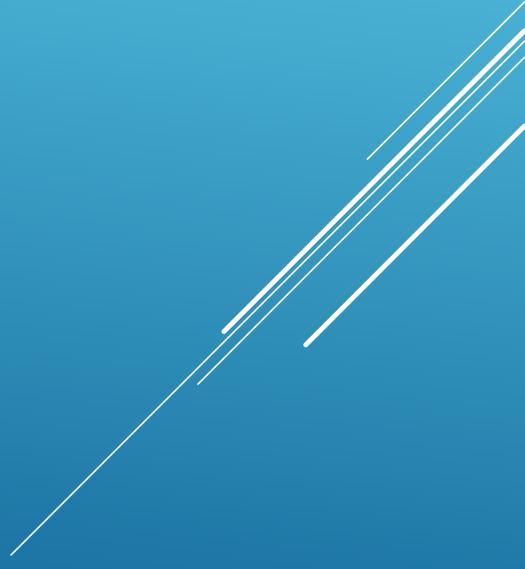
- Seek cover and concealment.
- Use whatever is available to obscure you from the shooter (ex.: walls, trees, poles, buildings, fencing, containers, etc.).
- Hide behind something capable of stopping a bullet (ex.: masonry or brick wall, engine block of a car).
- Unless you are in imminent danger, if locked down, do not attempt to evacuate without instructions from Law Enforcement Personnel.
- Have a working knowledge of your facility (ex.: exits and evacuation routes).

# LOCK DOWN

## **If the shooter is outside the building:**

- ▶ Turn off lights, lock windows and doors, close curtains/shades.
- ▶ Stay out of the view of doors with windows.
- ▶ Lay down on the floor below window line.
- ▶ Dial 911, give your location, and follow directions.
- ▶ Move to central secure area – only if safe.
- ▶ If the shooter tries to break into the room you are in, leave the room through an alternate exit (Another door or through the wall/ceiling/window).
- ▶ Stay until you receive “ALL CLEAR” signal from recognized authority.
- ▶ Follow directions of recognized police/security personnel.

# FACILITY LOCK DOWN PROCEDURES

- ▶ Activate Your Building Emergency Plan
  - ▶ Lock doors
  - ▶ Move to “Safe Areas”
  - ▶ Account for employees & visitors
  - ▶ Do not open door until police arrive
  - ▶ Communicate
    - ▶ Description of shooter/s
    - ▶ Number of employees & visitors
    - ▶ Known injuries
- 

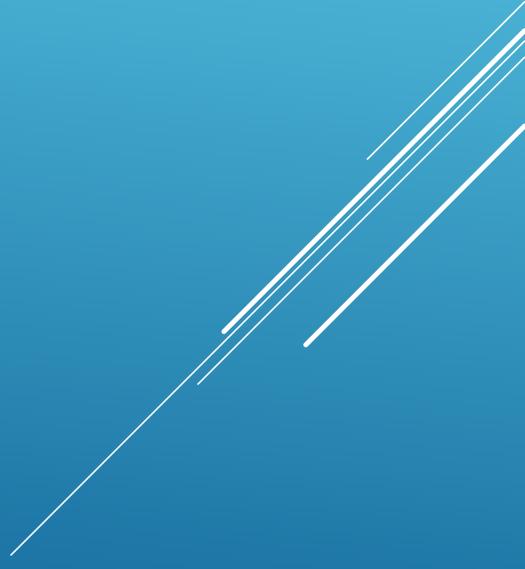
# WHEN LAW ENFORCEMENT ARRIVES

- Remain calm and follow instructions.
- Keep hands raised and spread fingers.
- Do not grab officers or make sudden movements.
- Listen - they will be giving instructions.
- Proceed to the exit directed. If injured, ambulatory aid will be given outside.
- Give details of shooter(s) to the officers (ex.: try to remember and advise officers of the description, numbers (shooters & victims), weapons).

# BUILDING EMERGENCY PLAN (BEP)

- ▶ BEP helps you protect life and property during an emergency.
  - ▶ BEP may cover emergencies such as:
    - ▶ Fire
    - ▶ Explosion
    - ▶ Discovering an explosive device
    - ▶ Natural Disaster (floods, tornados, severe storms)
    - ▶ Physical threats towards a building's occupants or visitors

# EMPLOYER RESPONSIBILITIES

- ▶ Work with a security expert to establish your facility's Active Shooter Plan and BEP.
  - ▶ Establish protocols for employees to follow and review these protocols much like fire drills.
  - ▶ Practice the plan! A well coordinated BEP needs to be rehearsed. You cannot wait to see how your plan works when an active shooter incident happens.
  - ▶ Listen to employee concerns and address the possibilities.
- 

# Questions

Failing to plan is planning to fail. Hope is not a plan.

~Harrison Jones

JAY BOESE  
701-212-5503  
[JOSHUA.H.BOESE@FPS.DHS.GOV](mailto:JOSHUA.H.BOESE@FPS.DHS.GOV)

FEDERAL PROTECTIVE SERVICE  
**FPS**

