



RECOGNIZE THE TRIGGERS FOR VIOLENT ACTS



4.8 STAR CUSTOMER EXPERIENCE*

Thanks to our consultative approach, our risk management customers are having a great experience and are rating us at nearly five stars when it comes to our service.

97%

Nearly all of our risk management customers say they'd recommend our risk engineering services to a friend.

*Results as of May 1, 2022.

PREPARE FOR THE WORST-CASE SCENARIO

The Federal Emergency Management Agency (FEMA), defines an active shooter as an individual engaged in attempting to kill people in a confined space or populated area. Active shooters typically use firearms and have no pattern to their selection of victims.

Random acts of violence: FBI statistics

Active shooter incidents have increased dramatically since the year 2000. Unfortunately, they can occur anywhere, anytime, and can be perpetrated by anyone. A few possibilities of who these shooters could be include:

- Disgruntled employees
- Spouses, ex-spouses or jealous partners of employees at a business
- Current or former students of a school
- Regular customers at a public venue or parishes in a church
- Random strangers who have targeted a group of people

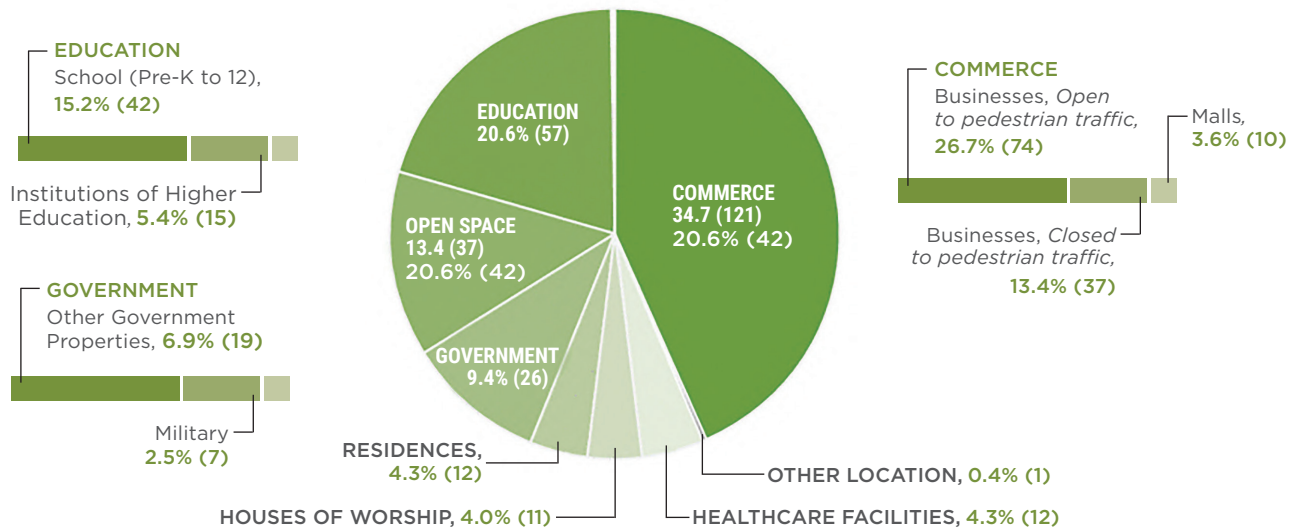


Summary
For the period 2017 - 2021, active shooter incident data reveals an upward trend: the number of active shooter incidents identified in 2021 represents a 52.5% increase from 2020 and a 96.8% increase from 2017.

A breakdown of the number of incidents within the five-year period 2017 - 2021⁶ is as follows. 2017: 31, 2018: 30, 2019: 30, 2020: 40, 2021: 61

Quick Look: 277 Active Shooter Incidents in the United States Between 2000-2018

Location Categories



Source: Federal Bureau of Investigation. 2018

RECOGNIZING SIGNS OF POTENTIAL WORKPLACE VIOLENCE

According to the Department of Homeland Security (DHS), indicators of potentially violent behavior may include one or more of the following:

- Increased use of alcohol and/or illegal drugs
- Unexplained increase in absenteeism, and/or vague physical complaints
- Depression/Withdrawal
- Increased severe mood swings, and noticeably unstable or emotional responses
- Increased discussion of talks of problems at home
- Increased unsolicited comments about violence, firearms, and other dangerous weapons and violent crimes

While triggers for many of these shootings may never be understood, some triggers include:

- Layoffs or the threat of layoffs (for employers)
- Changes in benefit plans (for employers)
- New managers and management policies or practices (for employers)
- Change in public sentiment after an event (for businesses, churches and event centers)
- Hosting controversial events (for event centers)

Your observations can potentially save lives.

Noting and reporting unusual behaviors of those around or in your environment can help; for instance, visitors who appear to have an abnormal interest in surveilling their surroundings. Simply reporting these findings could lead to intervention prior to an incident.

PLAN TO BECOME INFORMED



As with any workplace exposure, having a written plan in place to address it with appropriate controls is important. Your written plan should include these elements:

- A list of the company's policies and procedures
- Active shooter training for management and key personnel to recognize warning signs and indicators along with how to handle such information
- Active shooter training for all employees on workplace violence that includes a review of the policy and enforcement procedures
- Action steps to enforce security policies
- Review of your active shooter policy with local law enforcement or educate yourself on their plan of action - see IACP reference
- See something/say something policies
- Instructions to sign up for local emergency alerts
- Awareness of your surroundings and exit plans

DURING AN ACTIVE SHOOTING

According to Ready.gov and the DHS, you should take these primary steps during an active shooting event:

RUN

- » Get away from the shooter or shooters is the top priority
- » Leave your belongings behind
- » If possible, warn others while evacuating

Call 911 when you're safe, and describe the shooter, location, and weapons may need to be reported.

HIDE

- » Get out of the shooter's view and stay very quiet
- » Silence all electronic devices and make sure they won't vibrate
- » Lock and block doors, close blinds, and turn off lights
- » Try to communicate with police silently; use text message or social media to tag your location, or put a sign in a window
- » Stay in place until law enforcement gives you the all clear

FIGHT

- » Attempt to incapacitate the shooter, but only as a last resort and only when your life is in imminent danger
- » Act with physical aggression and throw items at the active shooter
- » Be prepared to cause severe or lethal injury to the shooter

STAY SAFE AFTERWARDS

- Keep your hands up, visible, and empty
- Follow law enforcement's instructions
- Remain calm – avoid pointing and screaming
- Do not engage officers physically or verbally – just proceed in the direction from which they are entering, unless they're shooting

- Once out of the building, provide the following information to law enforcement outside or 911 operator:
 - » Location of victims and/or shooter
 - » Number of shooters if more than one
 - » Description of shooter

GOVERNMENT RESOURCES



Use these resources to assist you in creating and implementing an Active Shooter Plan that includes elements discussed in this paper:

Department of Homeland Security (planning):

[Active Shooter](#)

[Active Shooter Preparedness](#)


[Active Shooter materials translated into different languages](#)

[Department of Homeland Security \(poster\)](#)

[FEMA Active Shooter Booklet, Pocket Guide, and poster](#)

[International Association of Chiefs of Police](#)

[Federal Bureau of Investigations](#)

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