



# SAFETY PLANNING

Presented by:

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# INTRODUCTIONS

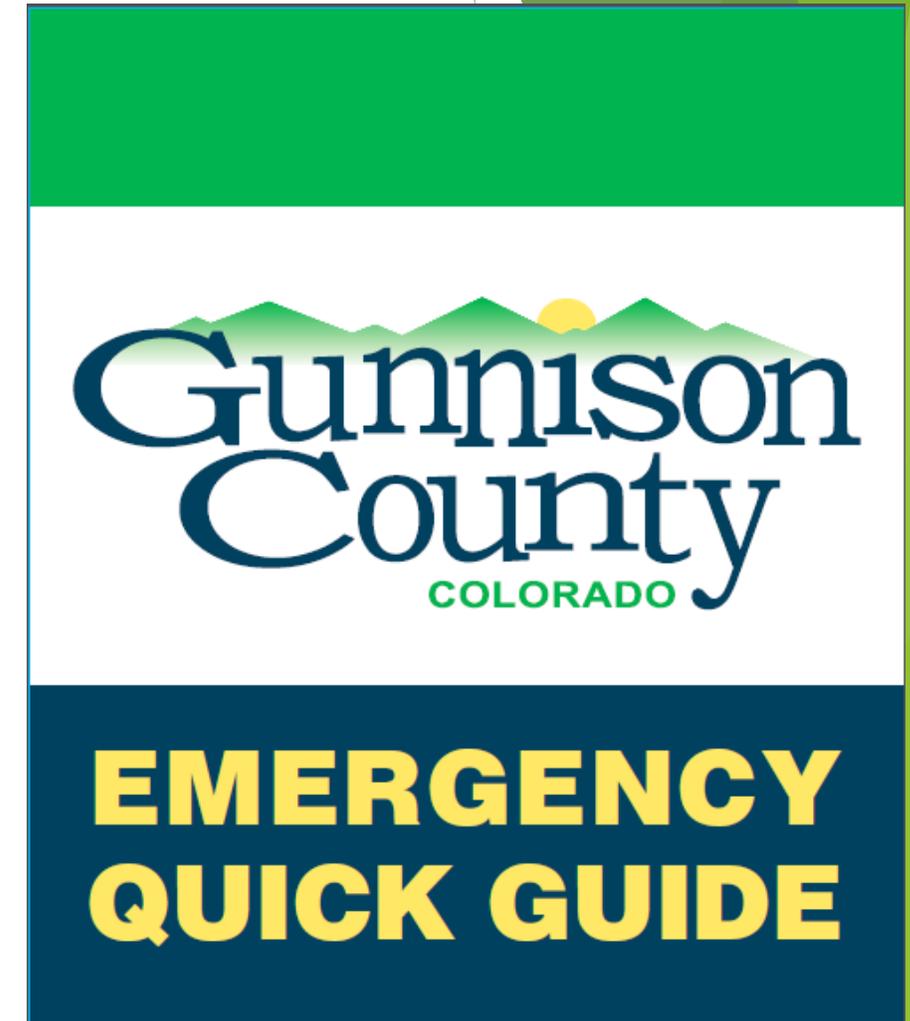
- ▶ What's your name?
- ▶ Where do you work?

SEE SOMETHING, SAY SOMETHING



# EMERGENCY QUICK GUIDE BOOKLETS

- ▶ **HAND HELD BOOKLET:**
  - ▶ KEEP IT UPDATED - WRITE DOWN IMPORTANT CONTACT NUMBERS
  - ▶ TAPE YOUR DEPARTMENT EVACUATION MAP TO THE BACK PAGE OF YOUR HAND HELD GUIDE.
- ▶ **DEPARTMENT BOOKLET:**
  - ▶ DEPARTMENTAL COOP
  - ▶ CALL DOWN SHEET
- ▶ **TALK TO YOUR DEPARTMENT ABOUT:**
  - ▶ SAFETY OFFICERS
  - ▶ GATHERING POINTS
  - ▶ PANIC BUTTON LOCATIONS
  - ▶ CONTINUITY OF OPERATIONS PLANS (COOP)



# EMERGENCY NOTIFICATIONS: CODE RED



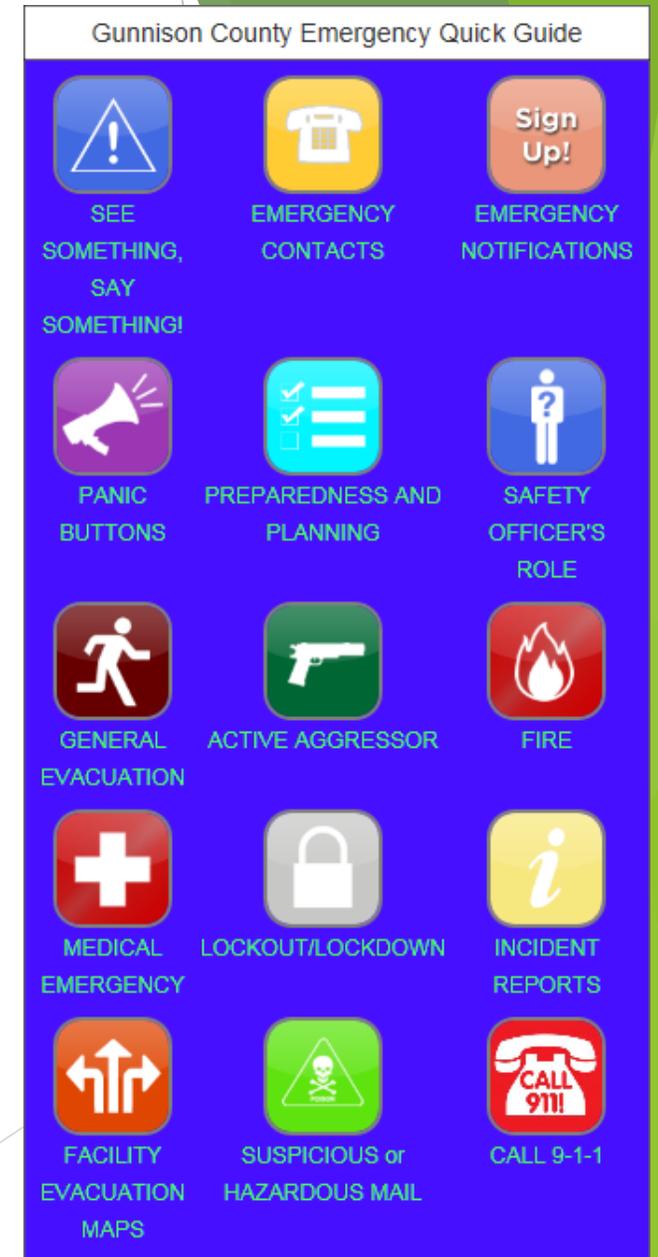
Keeping citizens informed.

- ▶ Register with the "[CodeRED](#)" Wireless Emergency Notification System to receive emergency notifications by recorded message, text message and/or email. The "[CodeRED](#)" Wireless Emergency Notification System is used for emergency alerts regarding evacuations, sheltering in place, weather conditions, etc. A text message will be sent to your mobile number **and/or** email outlining the nature of the emergency.
- ▶ Download the mobile app to receive notifications of emergencies based on your location. Please take a moment to verify, update, or register the appropriate information to begin receiving emergency notifications.

# EMERGENCY NOTIFICATIONS: FACILITY DUDE SAFETY CENTER APP



- ▶ DOWNLOAD THE SAFETY CENTER APP FROM YOUR PLAY STORE:
  - ▶ CREATE AN ACCOUNT WITH YOUR WORK EMAIL
  - ▶ DOWNLOAD THE EMERGENCY QUICK GUIDE
  - ▶ EVENTUALLY YOU WILL RECEIVE A NOTICE TO DOWNLOAD YOUR DEPARTMENTAL COOP.
  
- ▶ CONTACT BOBBIE LUCERO IN EMERGENCY MANAGEMENT WITH QUESTIONS.



# KNOW LOCATION AND HOW TO USE: FIRE PULL STATION



# KNOW LOCATION AND HOW TO USE: **FIRE EXTINGUISHERS**



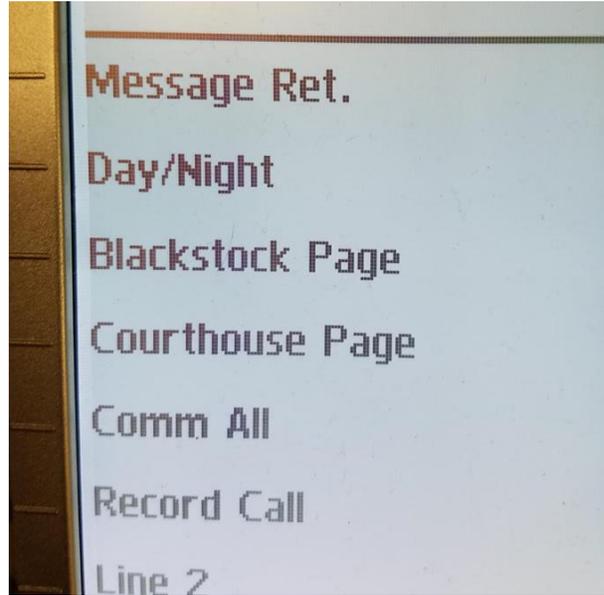
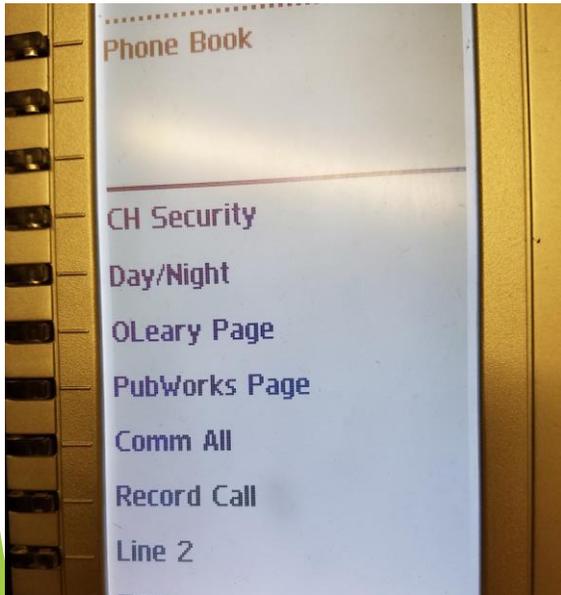
# KNOW LOCATION AND HOW TO USE: AUTOMATED ELECTRONIC DEFIBRILLATORS (AED) MACHINES



# KNOW LOCATION AND HOW TO USE:

## PA SYSTEM AND PANIC BUTTONS

- ▶ KEY CARD ACCESS & IMPORTANCE OF CARRYING ID BADGE.



# SUSPICIOUS OR HAZARDOUS MAIL

## ▶ UNOPENED Letter or Package:

- ▶ Leave it where it was found, and do not disturb it further.
- ▶ **DO NOT** clean up any spilled material.
- ▶ Note shape and color of package.
- ▶ Note **RETURN ADDRESS** on package.
- ▶ Isolate the area by clearing it of other people, notify your supervisor and call 9-1-1.
- ▶ Advise the 9-1-1 dispatcher where you will meet the first responders. It is critical that you relay all package information to the first responders.

## ▶ OPENED Letter or Package:

- ▶ Leave it where it was found, and do not disturb it further.
  - ▶ **DO NOT** clean up any spilled material.
  - ▶ Note shape and color of package.
  - ▶ Note **RETURN ADDRESS** on package.
  - ▶ Do not move the package.
  - ▶ If holding the package carefully place the package in the trash can. Otherwise, place the package on a table or shelf.
  - ▶ If the material is **on your skin or clothing**, notify your supervisor, another employee or passerby. **Stay Where You Are**, if safe to do so.
  - ▶ **Call 9-1-1**, or ask someone to do so. It is **critical** to provide as much **information** to the dispatcher as possible.
  - ▶ If **unsafe to stay** with the package:
    - ▶ **Leave the building via the nearest exit.**
    - ▶ **Wait near that exit** for instructions from your supervisor or emergency personnel.
    - ▶ **Stay away from people.**
  - ▶ The purpose of these procedures is to protect you, your coworkers and the public by minimizing cross contamination and further contamination of the building.

BREAK TIME



# ACTIVE SHOOTER / ACTIVE THREAT

- ▶ Violent Images
- ▶ Case Studies involving disturbing circumstances
- ▶ Candid Discussions
- ▶ You have the option to skip Training with SIGNED WAIVER via Emergency Management\*

What this course is not about

Fear

Paranoia

# What this course is all about

- ▶ Knowledge
- ▶ Understanding
- ▶ Preparation
- ▶ Skills
- ▶ Confidence
- ▶ **OPTIONS!**
- ▶ **YOUR SAFETY!\***

# Why am I here? This is Gunnison!

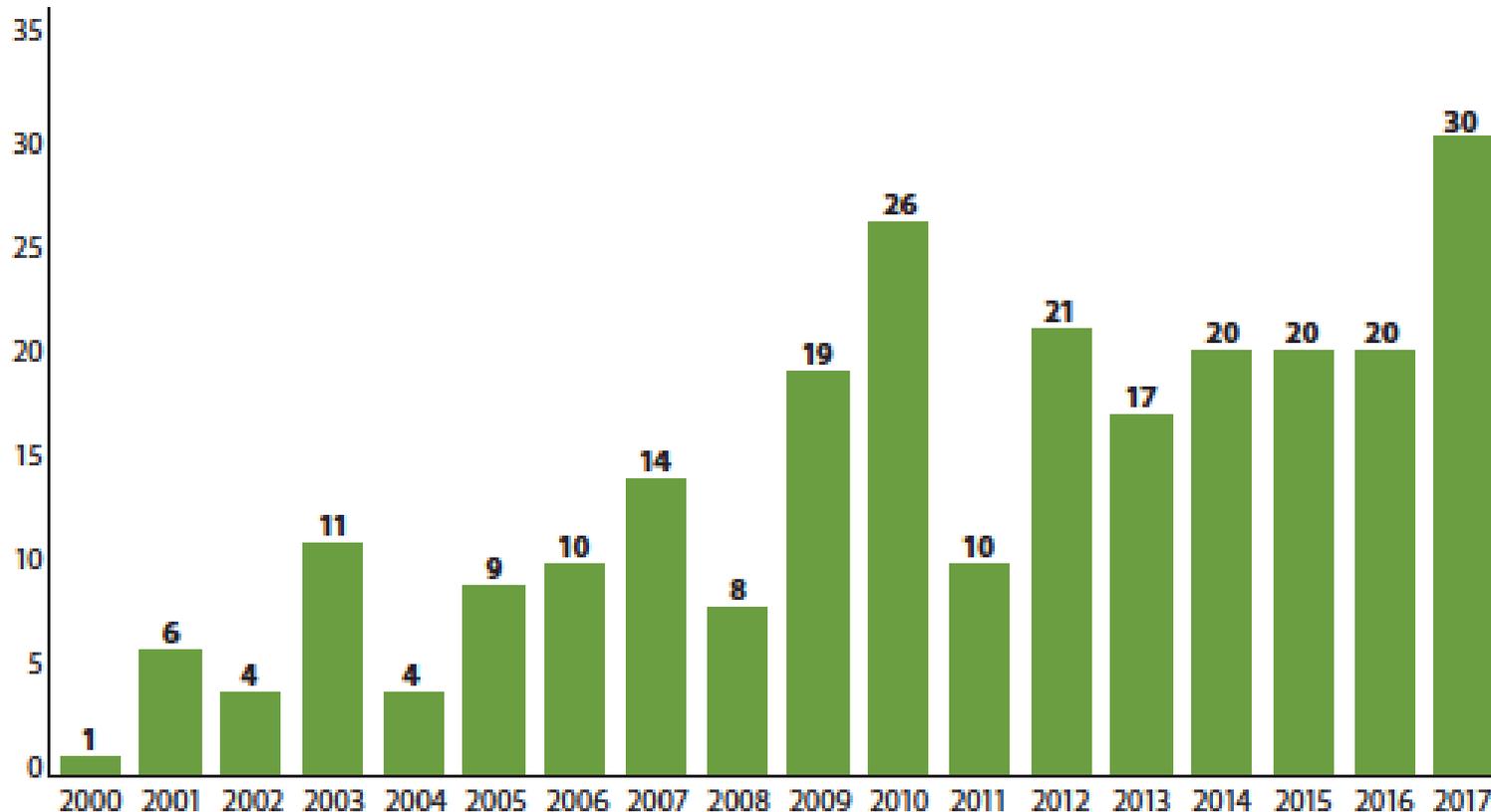
- ▶ Geographically Isolated
- ▶ Rural / Small Town Community
- ▶ Reach of Influence vs. 10-20 years ago (not Exempt / not Excluded)\*

# Its Happening...*EVERYWHERE!*

- ▶ “I still can’t believe that I was a part of this big massacre. It’s seriously unbelievable. When I lifted my head and I looked around at the club, I just kept thinking, This cannot be happening. But it happened and I got out of it. I’m still in shock.”
  - ▶ Orlando Pulse Nightclub Shooting Survivor Angel Colon, age 26
- ▶ “I’m surprised, with all this terrorism happening, that nothing has ever happened in this small, captive area,”
  - ▶ Las Vegas Shooting Survivor Kinya Claiborne, speaking to a friend moments before entering the concert
- ▶ "It's very unnerving to hear the news that your kid would possibly have been put in danger, that kind of thing doesn't happen here."
  - ▶ Barb Larson, parent of Harrisburg High School Shooting Victim
- ▶ **“Safety is not a state of being.** It’s a collection of actions everyone takes part in. We need to shy away from using words like “This is a *safe* university, city, or town.”
  - ▶ Virginia Tech Shooting Survivor Kristina Anderson, creator of Koshka Foundation\*

# Its Happening...EVERYWHERE!

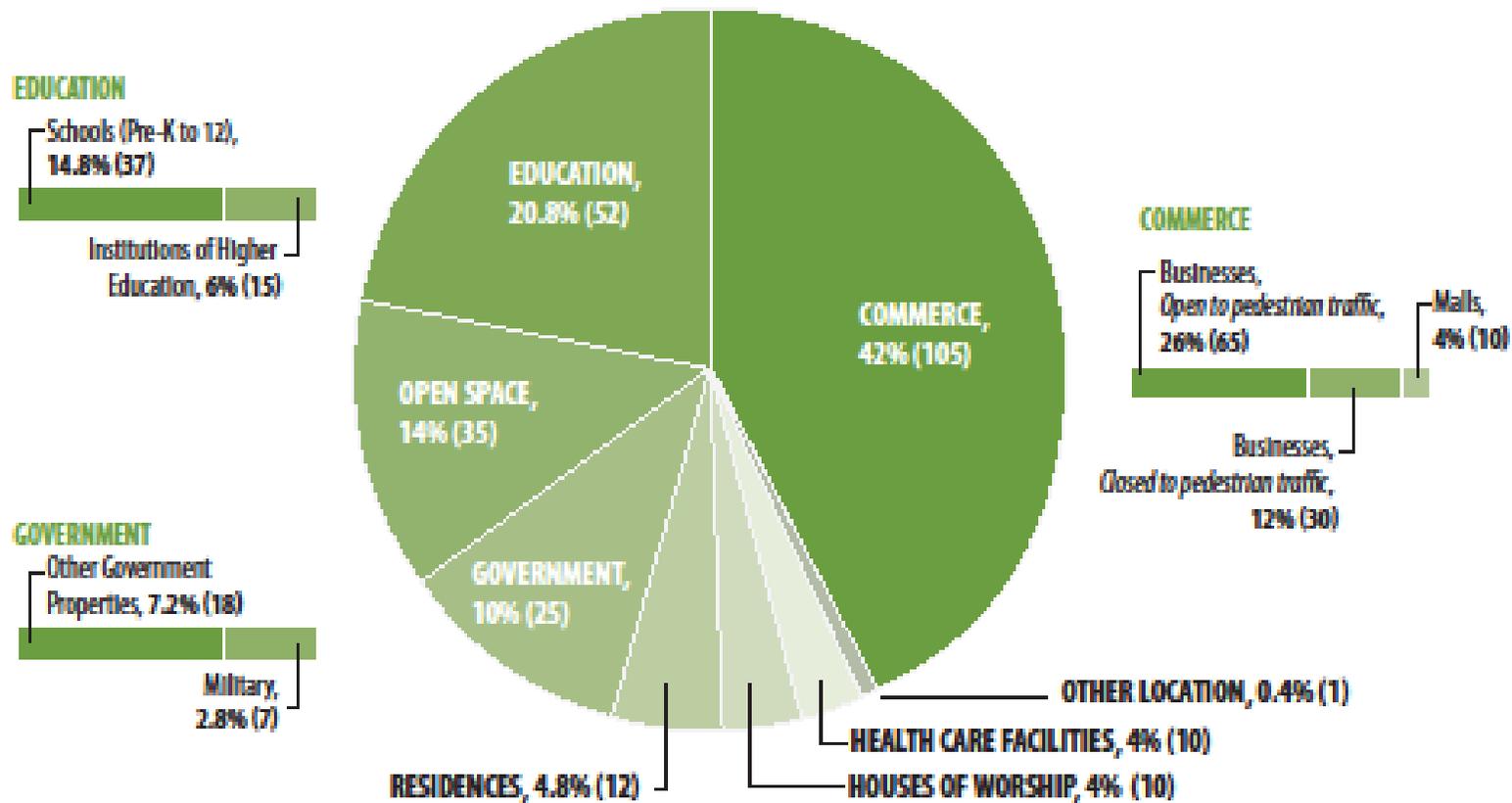
**Quick Look:** 250 Active Shooter Incidents in the United States From 2000 - 2017  
**Incidents Per Year**



Source: Federal Bureau of Investigation, 2017

# Its Happening...EVERYWHERE!

## Quick Look: 250 Active Shooter Incidents in the United States From 2000 to 2017 Location Categories



Source: Federal Bureau of Investigation, 2017

# What do we Know?

- ▶ There is no one “profile” of an active Shooter
  - ▶ The youngest active shooter was 12 yo and the oldest was 88 yo with an average age of 37.8 years.
  - ▶ 94% were male and only 6% were female.
  - ▶ Among active shooters age 18 and older, 44% were employed and 38% were unemployed.
  - ▶ 24% had at least some military experience.
  - ▶ 57% were single at the time of the offense. 13% were married; 13% were divorced; 11% were partnered but not married; 6% were separated.
  - ▶ 35% had adult criminal convictions prior to the event.
  - ▶ 62% had a history of acting in an abusive, harassing or oppressive way (e.g., bullying).
  - ▶ 16% had engaged in intimate partner violence.
  - ▶ 11% had engaged in stalking-related conduct.

# What do we Know?

- ▶ 73% of active shooters had a *known connection with the attack site*.
- ▶ 35% of active shooters age 18 and older targeted their workplace or former workplace.
- ▶ 88% of active shooters age 17 and younger targeted their school or former school. Active shooters with no known connection to the site were *more likely to conduct pre-attack site surveillance* as compared to those with a connection to the targeted site.
- ▶ 21% of active shooters researched or studied past attacks by others.
- ▶ In cases where the amount of time spent planning could be determined, 77% of the active shooters *spent a week or longer planning their attack*.
- ▶ In cases where the amount of time spent preparing could be determined, 46% of the active shooters *spent a week or longer preparing (procuring the means) for the attack*.
- ▶ In the four cases where active shooters took less than 24 hours to plan and prepare, all had at least one concerning behavior and three had an identifiable grievance.

# What do we Know?

Concerning behaviors are observable behaviors, with an average of 4.7 concerning behaviors displayed by the active shooters in this sample. The concerning behaviors observed by others included:

- ▶ 62% Mental health
- ▶ 57% Interpersonal interactions
- ▶ 56% Leakage
- ▶ 54% Quality of thinking or communication
- ▶ 46% Work performance
- ▶ 42% School performance
- ▶ 35% Threats/confrontations
- ▶ 33% Anger
- ▶ 33% Physical aggression
- ▶ 21% Risk-taking
- ▶ 21% Firearm behavior
- ▶ 19% Violent media usage
- ▶ 13% Weight/eating
- ▶ 13% Drug abuse
- ▶ 11% Impulsivity
- ▶ 10% Alcohol abuse
- ▶ 10% Physical health
- ▶ 8% Other (e.g., idolizing criminals)
- ▶ 6% Sexual behavior
- ▶ 5% Quality of sleep
- ▶ 3% Hygiene/appearance

A Study of the Pre-Attack Behaviors of Active Shooters in the United States is available for download at [www.fbi.gov/file-repository/pre-attack-behaviors-of-active-shooters-in-us-2000-2013.pdf/view](http://www.fbi.gov/file-repository/pre-attack-behaviors-of-active-shooters-in-us-2000-2013.pdf/view)

# There's a threat! Now what?

- ▶ Paradigm shift since Columbine High School Shooting in 1999
  - ▶ Made School-Mass Shootings a reality
- ▶ Columbine Case Study
  - ▶ Old Training Instructed Students to “Lockdown” and hide under desks / tables
    - ▶ Proved Fatal During Columbine (911)\*

# There's a threat! Now what?

- ▶ Columbine Highschool (April 20,1999)
  - ▶ Lock-Down / Lock out with Strategic LE Response
    - ▶ 13 Deceased / 24 Injured over 49 minutes
    - ▶ Students actually prevented from running by staff / instructed to hide under tables and desks
    - ▶ “Wait for Help” mentality
    - ▶ Shooting Started @ 11:19 am - Officers Arrive @ 11:22 am - Shooters enter Library @ 11:29 am - Shooters leave Library @11:36 am - SWAT enters Building @ 12:06 am - Suicide @ 12:08 am
    - ▶ Ended by Suicide (shooters bodies not discovered for approximately 4 hours)\*

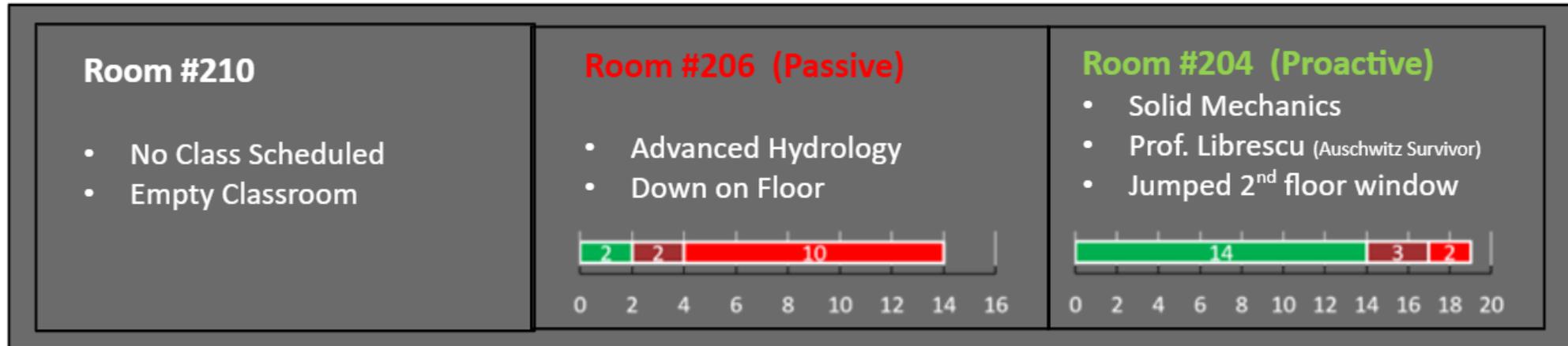
# There's a threat! Now what?

- ▶ Need for new strategy for how to respond (Victims and LE)
  - ▶ Lockdown is out...recognized need for options (Victim Response)
  - ▶ Stop the Threat at all costs, Move immediately to threat (LE Response)
- ▶ Lessons learned at Columbine applied to Training and Response Strategies nationwide
  - ▶ Introduction of “Options” based training concepts (early 2001)
  - ▶ Stop the Threat Response from LE
- ▶ Lost some Momentum as National fears shifted to the War on Terror (late 2001)
  - ▶ Renewed push for New Training following Virginia Tech (April 2007)\*

# There's a threat! Now what?

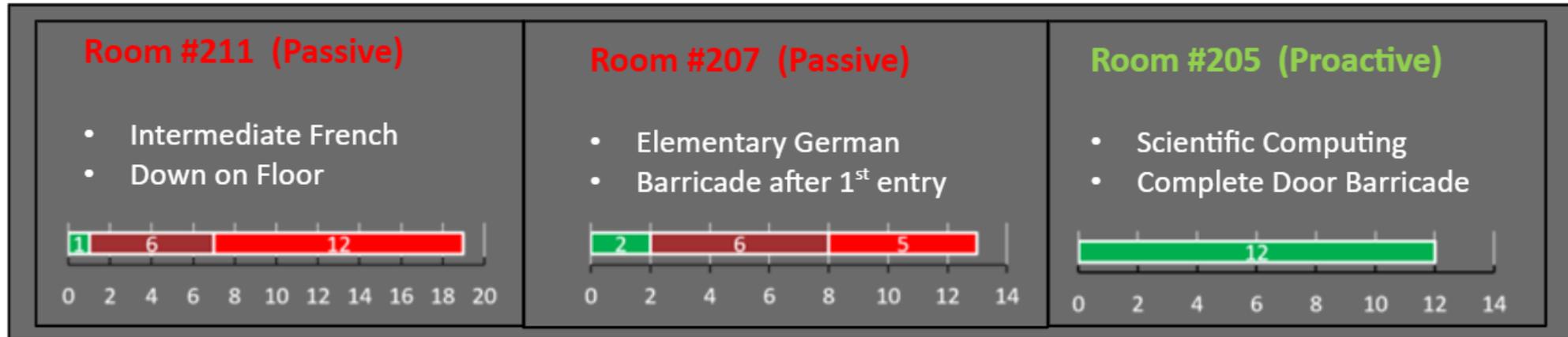
- ▶ Virginia Tech Shooting (April 16, 2007)
  - ▶ 32 deceased / 25 injured
  - ▶ Lasted 11 Minutes
  - ▶ Some Use of Traditional Lockdown / some use of Options Based “Proactive” Response
  - ▶ Careful Study demonstrated different outcomes for different responses\*

# 28 Passive vs. 2 Proactive



:Killed  
 :Injured  
 :Not Injured

Interior Hallway



# There's a threat! Now what?

- ▶ Response Planning / Training Continues Development
  - ▶ Gets more attention
  - ▶ 2008 - Department of Homeland Security develops “3 Outs” doctrine
  - ▶ 2009 - International Association of Chiefs of Police published “Guide For Preventing and Responding to School Violence”
  - ▶ 2013 - Coalition of numerous Government Agencies develops REMS “Guide for Developing High Quality Emergency Operations Plans”
  - ▶ 2015 - Interagency Security Committee Publishes Recommendation for Blended Approach for Active Shooter Training

(No new published option-based strategy documents since 2015)\*

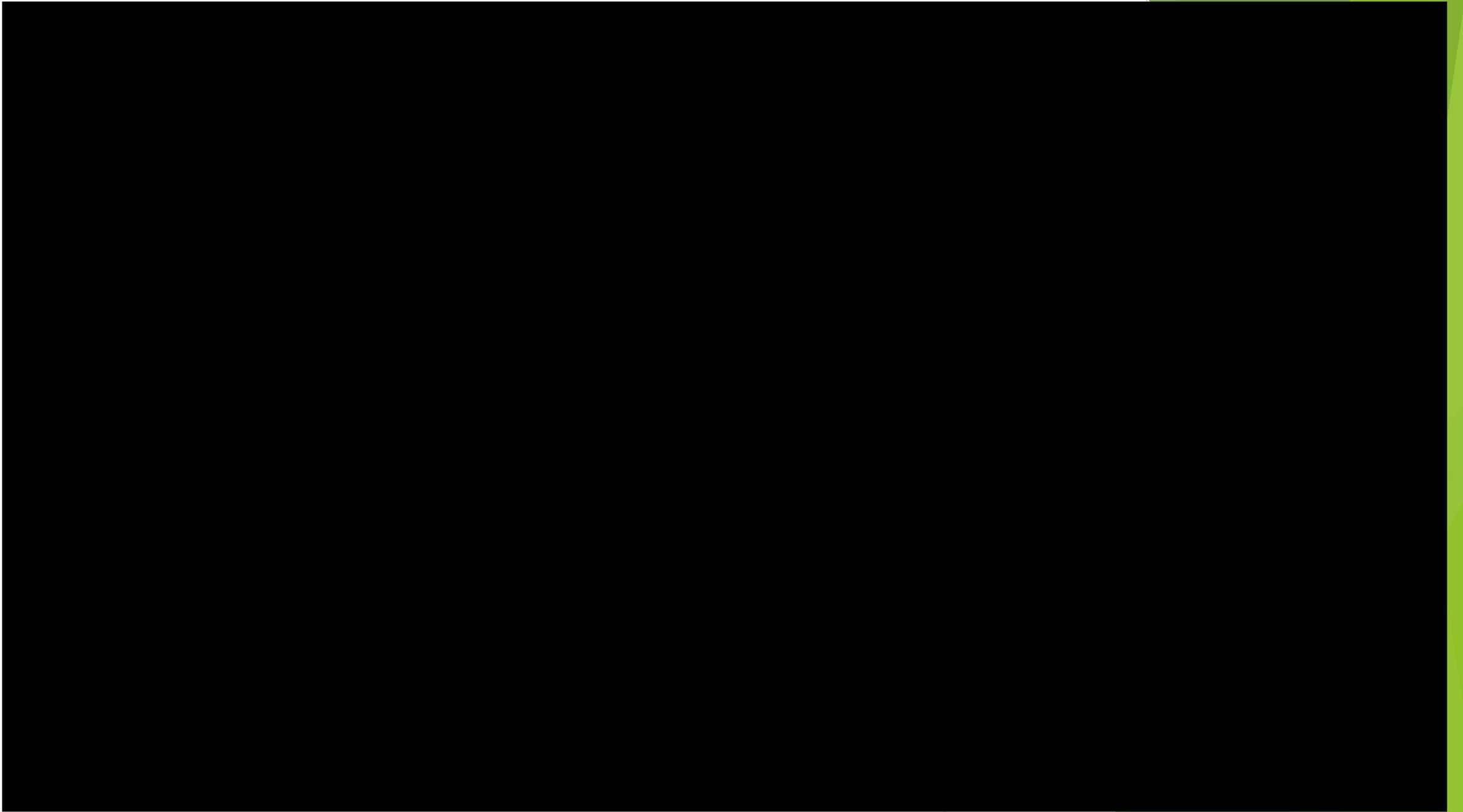
# There's a threat! Now what?

- ▶ Current DHS / FBI / Governmental Approach
  - ▶ Part of a Larger Federal Initiative implemented in 2012 following Sandy Hook Shooting - "NOW IS THE TIME"
- ▶ Federal Initiative led to the development of Nationally used Doctrine

## **RUN - HIDE - FIGHT**

- ▶ Not mechanical or linear!  
(Fluid response to unpredictable situations)\*





# RUN!

- ▶ Should be first option...**IF POSSIBLE!**
  - ▶ May not always be option
  - ▶ Running should never create additional risk
- ▶ If you can run...
  - ▶ Have escape routes and plans in mind
    - ▶ Run **AWAY** from threat
    - ▶ No vehicles
  - ▶ Move quickly to covered / safe area
  - ▶ Leave your belongings behind!\*



# RUN! (continued)

- ▶ Help others escape, if possible.
  - ▶ **DO NOT** attempt to move wounded people
  - ▶ Evacuate regardless of others...don't argue
  - ▶ Warn/prevent individuals from entering
    - ▶ Sound alarm! (gunfire may not be heard)
- ▶ Prepare to contact Law Enforcement
  - ▶ Keep hands Visible - Above head - Empty - Fingers Spread
  - ▶ Follow instructions
  - ▶ Do not approach unless called or gestured
- ▶ Call 911 when possible
- ▶ Get Accountability\*



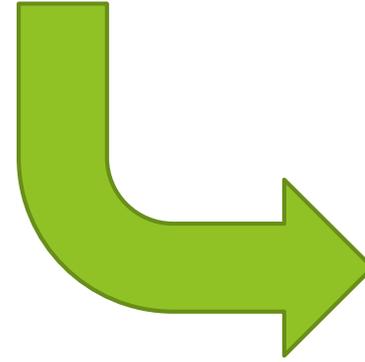
# HIDE!

- ▶ If Evacuation (Run) is not possible...HIDE
  - ▶ Away from View
  - ▶ Seek any available protection (Glass doesn't help)
  - ▶ Keep options open for movement if possible
  - ▶ Call 911
    - ▶ Quiet with open line at minimum\*



# HIDE! (continued)

NOT LIKE THIS!!!



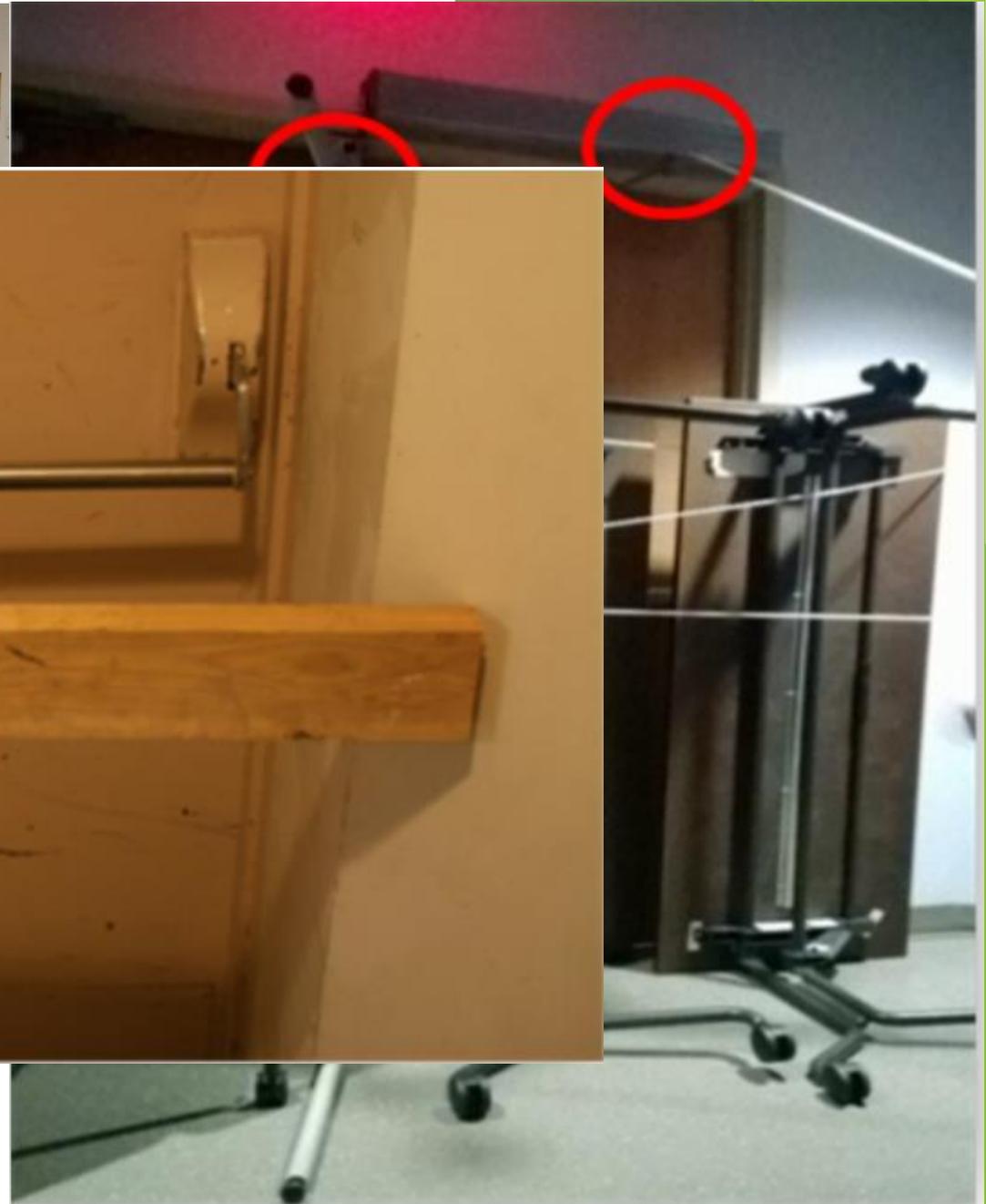
- ▶ Protect Yourself (*BE PROACTIVE!*)
  - ▶ *NOT Sit and Wait!*
  - ▶ Spread Out and find weapons
  - ▶ Lock Doors
  - ▶ Barricade Openings (if not stop....delay or slow down)
  - ▶ Remain Quiet if threat is nearby
- ▶ Care for Wounded if Possible
- ▶ Have a Plan IN ADVANCE...then adjust as needed\*



# HIDE! (continued)

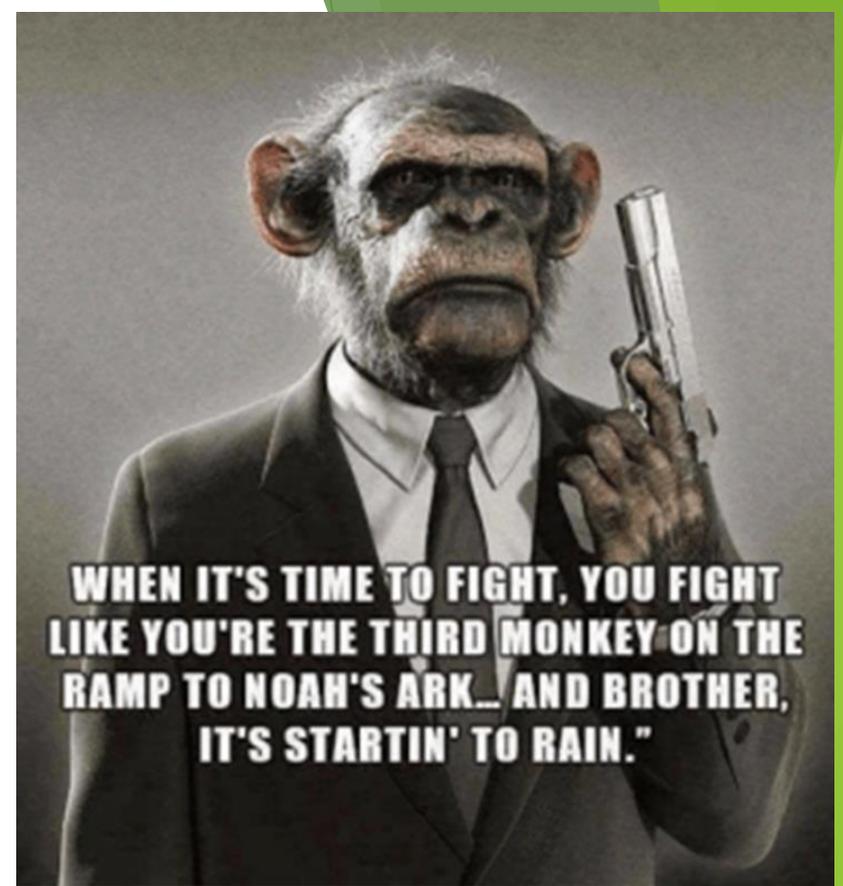
- ▶ Considerations
  - ▶ Glass can be defeated - Barricade Glass as well as doors
- ▶ Make Entry as hard as possible (STOP OR DELAY)
  - ▶ Use anything you can find (furniture, cords, ropes, belts, bars, etc.)
  - ▶ Consider type of opening / Door



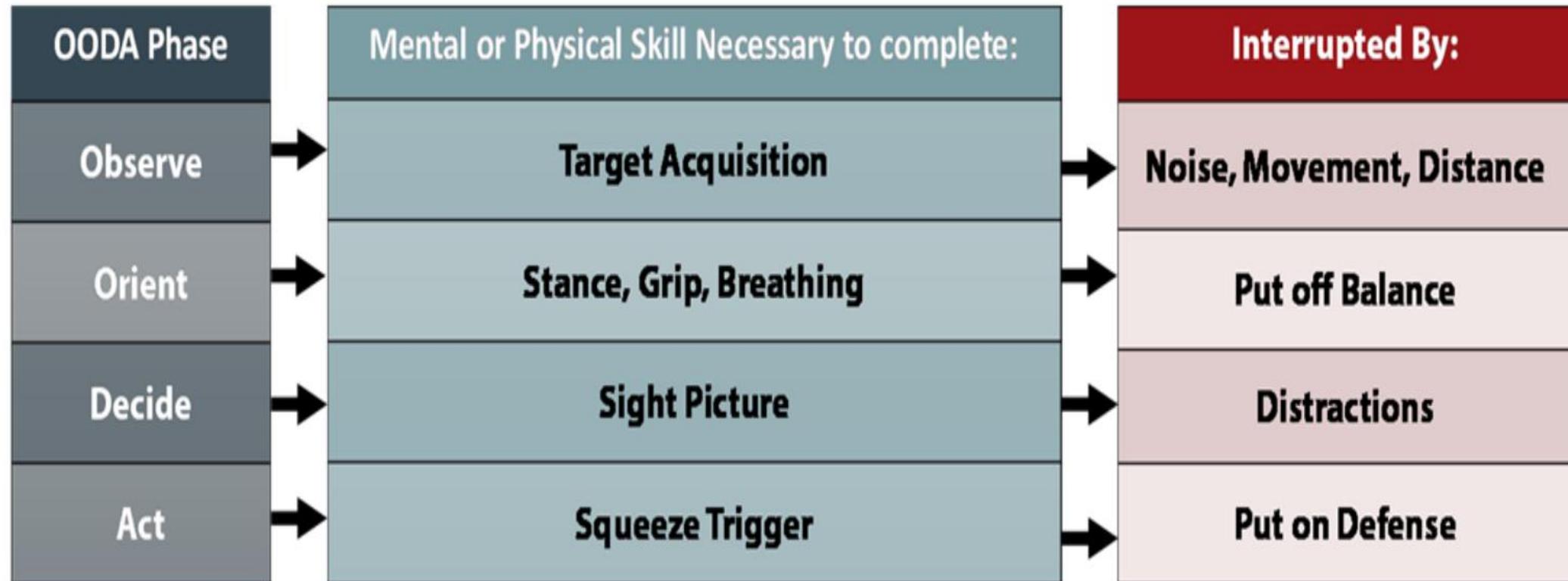


# FIGHT!

- ▶ When Run or Hide are not an option...its time to fight!
  - ▶ Fight may come at any time, be ready for it
    - ▶ May need to fight while running or hiding
    - ▶ May need to fight from the onset
  - ▶ Fight is **NOT** attempt to disarm or detain
    - ▶ Not wrestling match
    - ▶ Not fancy
    - ▶ Not skill based - Violence based
    - ▶ Weapon Advantage can be negated by violence and numbers



# FIGHT! (continued)



DOT Test

# FIGHT! (continued)

- ▶ This is a fight for your safety, your life, and the lives of others
- ▶ Arm yourself with whatever type of weapon you can find or improvise
- ▶ Commit yourself totally to the fight that is about to happen
  - ▶ You may not be a violent person, and that's ok. Violence is a tool...“Violence of Action”
  - ▶ 18yo Brendan Bialy, STEM School Hero



# What will Law Enforcement do?

- ▶ We will engage or stop the threat
- ▶ We will work quickly and aggressively
  - ▶ Move to threat (sound of gunfire or last known position)
  - ▶ May push people down or out of the way (not gentle)
  - ▶ May be shouting commands / questions
- ▶ Our first mission is **NOT** to assist the injured
  - ▶ We will be back with help when safe
- ▶ Expect a large response with a variety of LE
  - ▶ May be wearing casual with badge and handgun...may be tactical with rifle.



# What can I do to help Law Enforcement?

- ▶ **Remain CALM!**
  - ▶ Panic and alarm create a risk and delay response
- ▶ **STAY AWAY!**
  - ▶ We expect to get shot at...you don't want to be there for that
  - ▶ No sudden movement toward Officers
    - ▶ You risk being mistaken for a threat
    - ▶ As we approach get down and to the side
- ▶ **Follow Instructions**
  - ▶ Don't argue
- ▶ **DON'T GUESS!!**
  - ▶ If you don't know....don't guess (i.e. location or number of shooters)
- ▶ If in doubt, evacuate in the direction we just came from



# What can I do to help 911?

- ▶ “Call if you can...text if you must”
- ▶ Remain CALM!
  - ▶ Panic and alarm destroys communication
- ▶ Stay on the line unless told otherwise
  - ▶ If you get hung up on don't call back
- ▶ Don't scream or yell
- ▶ Relay information
  - ▶ **DON'T GUESS!**
  - ▶ Use plain terms / names (no codes or jargon)



# What can I do to help myself?

- ▶ Remain CALM!
- ▶ Brace yourself and control your reactions
- ▶ Focus on options
- ▶ Make quick and sound decisions
- ▶ Adapt to changing circumstances
- ▶ RUN or HIDE or FIGHT (but commit to that decision)

***SURVIVE!!!\****



# What can I do to stop this from happening?

- ▶ Bad news...nothing can “stop” this
  - ▶ Good News...we can be prepared and we can survive
- ▶ There is no “fix” or “Security Measure” that can prevent any Violence
  - ▶ Awareness, training, and a conditioned response are the most effective countermeasure
- ▶ Your Security is first and foremost your own responsibility
  - ▶ Stay Alert
  - ▶ Plan ahead (Mental Rehearsals / Team Rehearsals)
  - ▶ Be Involved (its your life on the line)
  - ▶ Be Proactive (not “a state of being”)
  - ▶ Communicate
    - ▶ See Something Say Something...not just a catch phrase

“I’m pretty confident [the shooter was] the guy I saw. Five or six other people have matching stories -- seeing someone super-suspicious with a hat, pacing around the perimeter. Thinking about it now, my eyes get watery and I want to cry. I feel guilty, like maybe I could’ve said something. I haven’t been able to eat. I’ve been getting very little sleep. I was crying for the past three days, but I stopped because my eyes are puffy and red; I feel like I can’t cry anymore. Every time I think about that night and look at these victims’ faces, it breaks me.”

- ▶ Orlando Pulse Nightclub shooting Survivor Jacobi Ceballo, age 27

# Some things you may not know

- ▶ We are not expecting problems, but want to help you prepare for the unexpected.
- ▶ There have been some incidents right here in our County buildings.
- ▶ We have prepared and practiced our responses to various situations in the County buildings.
  - ▶ This includes working with the Local, State and Federal Police Agencies, Fire Departments and EMS

# QUESTIONS?

- ▶ Please ask because someone may have the same questions you do!
- ▶ Feel free to contact us if something comes to mind in the future!

Deputy Craig Isham

[cisham@gunnisoncounty.org](mailto:cisham@gunnisoncounty.org)

C - (719)209-1178

O - (970) 641-7639

**THANK YOU!!**

**BE SAFE!!!**