



Active Shooter Best Practices
WITH SPECIAL GUEST STAR: YOUTUBE

Ron LaPedis, FBCI, MBCP, CISSP-ISSAP, ISSMP




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The lifetime risk of dying

National Safety Council / Insurance Information Institute



- ▶ Lightning: 1 in 218,106
- ▶ Mass shooting: 1 in 110,154
- ▶ Sharp Object: 1 in 36,718
- ▶ Motor vehicle crash: 1 in 113
- ▶ Heart disease or cancer: 1 in 7

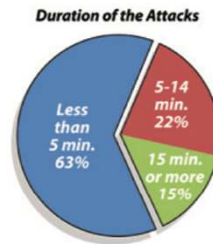
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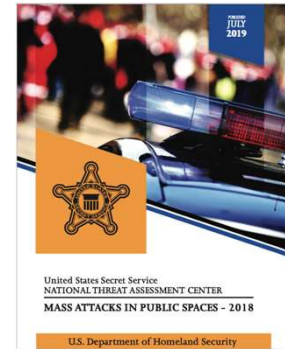
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MASS ATTACKS IN PUBLIC SPACES - 2018

Day of the Week					
Mon	Tues	Wed	Thurs	Fri	
3	2	7	6	4	
		Sat	Sun		
		1	4		



- ▶ Attacks took place in every month except December
- ▶ 59% took place between the hours of 0700-1500



United States Secret Service
National Threat Assessment
Center

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MASS ATTACKS IN PUBLIC SPACES - 2018

Most common ways attacks ended:

- ▶ Suicide at the scene – 26%
- ▶ Departing on their own – 26% (42% suicide later)
- ▶ Law enforcement intervention – 22% (66% killed)
- ▶ Weapon inoperable – 15%
- ▶ Bystander intervention – 7%

United States Secret Service
National Threat Assessment
Center

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MASS ATTACKS IN PUBLIC SPACES - 2018



- ▶ 78% of attackers exhibited behaviors that caused concern in others
- ▶ For 70% of the attackers, the concern others felt was so severe that they feared specifically for the safety of the individual, themselves, or others.

United States Secret Service
National Threat Assessment
Center

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Private Industry Incident Response



Business Continuity

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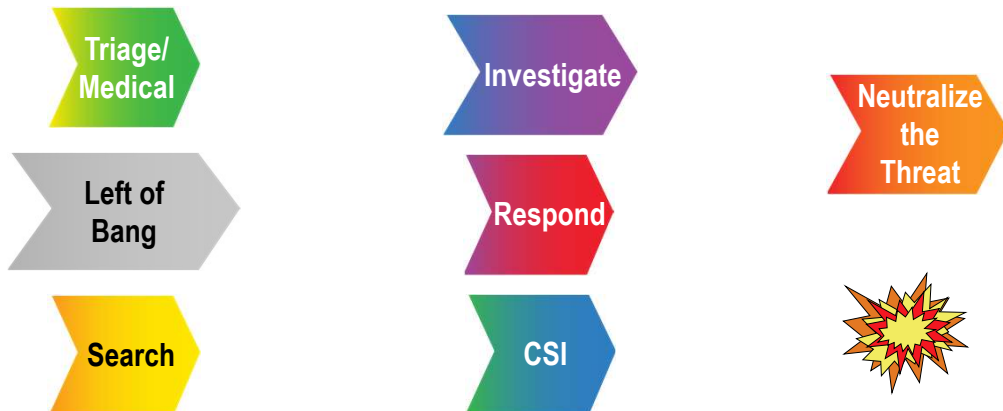
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Exercise 1 – Public Safety Incident Response



Place the actions in the correct order



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Public Safety Response



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Public Safety Response



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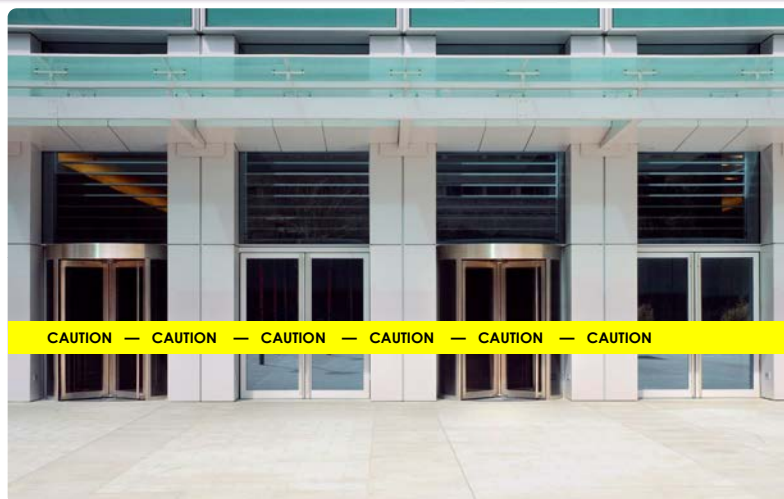
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Public Safety Zones



- ▶ Hot
- ▶ Warm
- ▶ Cold



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»» Best Practices

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Meet Your Responders – Before They Respond



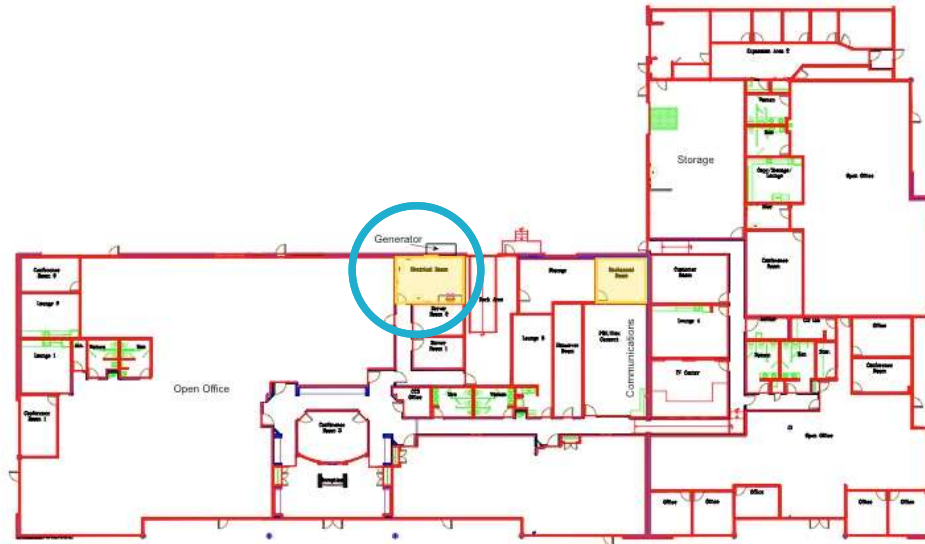
- ▶ **Understanding how the public sector handles incident response can help you better when they respond.**
- ▶ **Exercising with the public sector helps both organizations**

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Building Walk Through

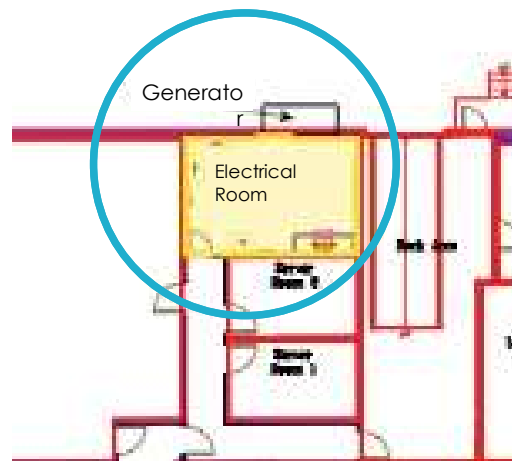


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Building Walk Through



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Building Walk Through

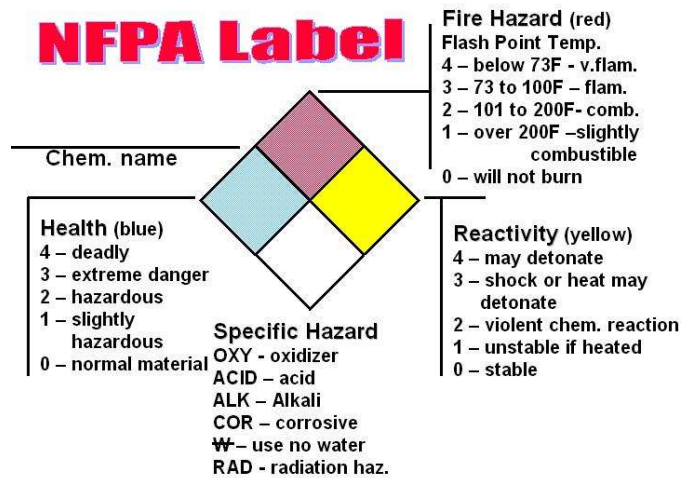


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NFPA hazard classification codes



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»» ICS - Incident Command System

It's Not Just a Good Idea, It's The Law

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ICS – the Incident Command System



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Speak The Responder's Language – ICS



- ▶ ICS may be used for small or large events. It can grow or shrink to meet the changing needs of an incident or event. Use it for a party or picnic to help train your employees!
- ▶ Management by Objectives
- ▶ Reliance on Incident Action Plan
- ▶ Manageable Span of Control
- ▶ Pre-designated Locations and Facilities
- ▶ Resource Management
- ▶ Integrated Communications
- ▶ Chain of Command, Command Unity & Transfer
- ▶ Accountability
- ▶ Mobilization
- ▶ Information and Intelligence Management
- ▶ Incident Demobilization

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➤➤ Employee Support and Training

Train As If Your Life Depends On It

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Awareness and Support



- ▶ Management support
 - Employee Assistance Program (EAP)
 - Anonymous reporting hotline
 - No retribution for reporting
- ▶ Be aware of your surroundings
- ▶ Note changes in behavior
- ▶ See something, say something

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Exercise 2 – Awareness



1. Two coworkers are in the breakroom talking about going shooting over the weekend and one mentions he is picking up a new firearm after work.
2. Two coworkers are chatting at the water cooler and one says that she wishes her new manager would die in a horrific car crash.
3. You see a coworker open a small pocketknife to clean under his fingernails in the breakroom.
4. An employee complains to you about another employee who is constantly harassing her, and you overhear her on the phone planning to pick up a firearm at lunch time.

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Employee Training

- ▶ No Tailgating
- ▶ Challenge unknowns
- ▶ ~~Run, Hide, Fight~~ – Move, Escape, Attack
- ▶ Cover vs. concealment
- ▶ No fish in a barrel
- ▶ Shhh...
- ▶ Learn to stop the bleed
- ▶ Add bleed kits to first aid kits



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Employee Training

- ▶ Only pull a fire alarm if you see a fire
- ▶ Know the fire alarm shutoff location
- ▶ Keep empty hands up on search and evacuation



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Employee Training



- ▶ Firearms are scary to many people
- ▶ People freeze when they are scared



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Employee Training



- ▶ Understand how firearms work
- ▶ Train to disarm an attacker

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Employee Training - Videos



Thank you to CPPS, a developer and provider of scalable training and consulting solutions for workplace violence prevention, active shooter response, and international travel safety.

Visit them at www.cpps.com or contact Dave Berto - (509) 879-8399

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Beyond Lockdown



This is a placeholder slide for a video which will be shown in the session.

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When Lightning Strikes



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The only thing more tragic than a death from bleeding...
Is a death that could have been prevented.



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Tourniquets Save Lives



- ▶ Tourniquets are an effective way to control major hemorrhage from severe limb injury
- ▶ Never use a tourniquet when direct pressure will work



1. Put it on and tighten until loss of pulse or blood stops
2. Record time
3. Do not remove under any circumstances

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Free Training!



- ▶ <https://www.bleedingcontrol.org>
- ▶ Red Cross
 - <https://www.redcross.org/take-a-class/lp/cpr-first-aid-aed-certification-new-hero>
 - <https://www.redcross.org/take-a-class/online-safety-classes/>

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Exercise 3 – Tourniquets Save Lives



- ▶ Using what you have with you, describe or demonstrate how you would make a tourniquet

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»» Support Your First Responders

Plan Ahead

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Pre-Planning



- ▶ Employee evacuation area
- ▶ Responder staging area
- ▶ Command Post location
- ▶ Family staging area
- ▶ Family reunion area
- ▶ Press staging area
- ▶ Media Policy / PIO



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Pre-Planning



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Pre-Planning



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Pre-Planning



- ▶ Employee relocation
 - Workplace recovery /continuity
- ▶ Employee counseling

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Give Responders the Tools They Need

- ▶ In an emergency, first responders need immediate access to specific resources for an effective response
- ▶ Crisis managers within the organization also need fast access to those resources.
- ▶ A crisis is not the right time to be gathering resources.



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Exercise 4 – Incident Response Go Bag

- ▶ What's in yours?



<http://seacliffpartners.com/wordpress/?p=555>

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Exercise 4 – Incident Response Go Bag

The image displays a collection of items for an Incident Response Go Bag. At the top left is a blue header with the text "Exercise 4 – Incident Response Go Bag". Below this, on the left, is a grey card labeled "Crisis Master 1" with a phone number. Next to it is a set of keys with a yellow tag that says "3B Med Cabinet". In the center is a detailed floor plan of a building with various rooms labeled, including "RECEPTION", "ELEV LOBBY", "MEN", "WOMEN", "KITCHEN", "TELECOMM", and several "TEAM ROOMS". To the right of the floor plan is a row of colorful padlocks, with a green one prominently labeled "DANGER DO NOT OPERATE EQUIPMENT WITHOUT AUTHORITY". Further right is a Motorola radio and a small lighthouse icon in the top right corner. At the bottom right, there is a grid of six small photos of people with their names and titles: Dave Black (Service Delivery Manager), Jeff Boring (Performance Improvement), Brian Whitman (Strategic), Alan Rutish (Consulting Partner), Alexandra Storch (Project Manager), and Ashley Havel (Marketing Coordinator).

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Law Enforcement Go Bag

The image displays a collection of items for a Law Enforcement Go Bag. At the top left is a blue header with the text "Law Enforcement Go Bag". Below this, the items are laid out on a white surface. In the center is a large tan bag. To the left of the bag are a water bottle, a thermos, a flashlight, a first aid kit, and a belt with a holster. To the right of the bag are a Motorola radio, a flashlight, a first aid kit, a tool kit, and various other tools and equipment. At the bottom right, there is a small lighthouse icon in the top right corner.

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»» YouTube Incident

Valuable lessons learned

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YouTube: 197K sq. ft. main building at 901 Cherry St



Highway 280



El Camino Real

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Background



2018 APRIL						
SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

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Background



2018 APRIL						
SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
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YouTube: 197K sq. ft. main building at 901 Cherry St



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San Bruno Police Department



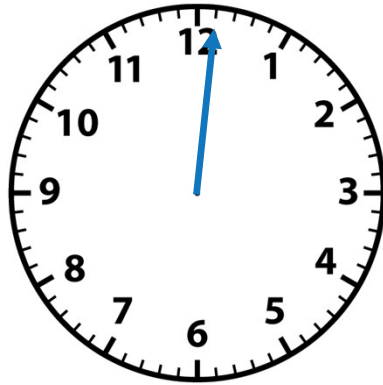
- ▶ Public/private safety group created in 2015
- ▶ YouTube / SBPD active shooter response group
- ▶ Single dispatcher on shift
- ▶ Mutual aid pact with Burlingame
- ▶ 120 calls in first hour, including media

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San Bruno Police Department



- ▶ 1 Minute Response
- ▶ No SWAT – no time!
- ▶ Patrol and traffic officers, sergeant and a lieutenant

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Tourniquets Save Lives



Two employees ran to Carl's Jr. where 21-year-old Michael Finney used a bungee cord as a tourniquet to stop the bleeding of woman shot in calf.

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Training Saves Lives



Pacifica police officer Joseph Gomez ran up YouTube's front stairs, discovered a man bleeding profusely from a sucking chest wound, and saved his life.

<https://www.policeone.com/2018-review/articles/youtube-hq-shooting-for-one-cop-pulling-an-overtime-shift-led-to-a-lifesaving-response-Tnu3UQjCbi6W5lqX/>

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Back to our story...



► Shooter located and is dead...
Now what?

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Back to our story...



- ▶ Shooter located and is dead...
Now what? (this is not rhetorical!)

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Back to our story...



- ▶ One shooter located and is dead...
- ▶ Are there any more shooters?

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Room by Room Search



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Room by Room Search



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Room by Room Search



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It Takes a Village



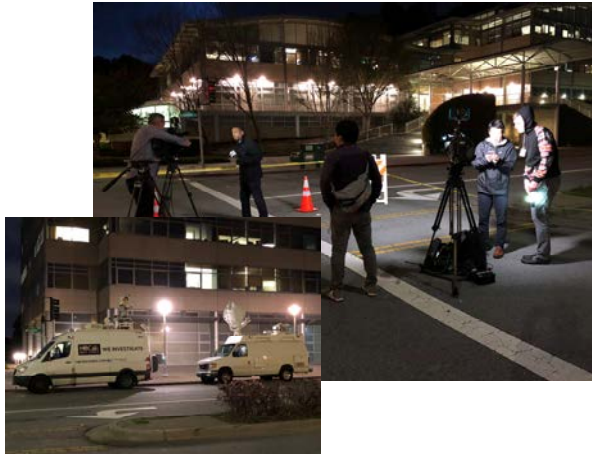
- ▶ 120 responders on scene from various departments.

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It Takes a Village

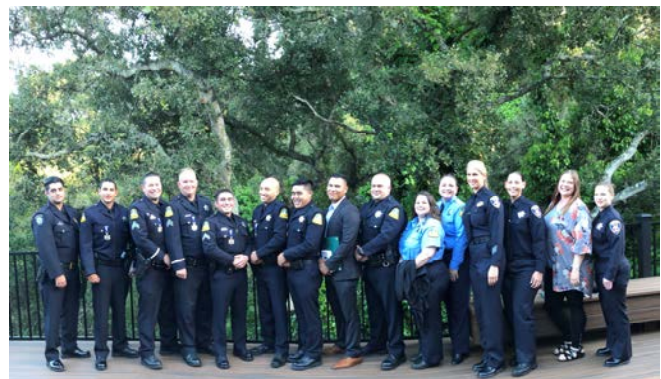


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It Takes a Village



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Takeaways

- ▶ Public / private partnership
- ▶ Employee assistance program
- ▶ Changes in behavior
- ▶ Train like your life depends on it
- ▶ Aware of your surroundings
- ▶ See something say something / Hotline
- ▶ First aid / Stop the bleed



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Takeaways

- ▶ Public / private partnership
- ▶ Employee assistance program
- ▶ Changes in behavior
- ▶ Train like your life depends on it
- ▶ Aware of your surroundings
- ▶ See something say something / Hotline
- ▶ First aid / Stop the bleed

- ▶ No tailgating
- ▶ Challenge anyone you don't know



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Thank you!



Ron LaPedis, FBCI, MBCP, CISSP-ISSAP, ISSMP
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<https://www.policeone.com/columnists/Ron-LaPedis/>
rlapedis@seacliffpartners.com
415-939-8887

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»» Thank You

Ron LaPedis, FBCI, MBCP, CISSP-ISSAP, ISSMP
Managing Director
rlapedis@seacliffpartners.com
<https://www.policeone.com/columnists/Ron-LaPedis/>
+1 (415) 939-8887



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