



## Facilitator Training

# Introductions

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# Agenda

Exercise Purpose and Philosophy

Active Shooter Statistics

Procedures for Responding to Violence

3 Scenarios

Facilitator Tips

Q&A

# Goals

Prepare as many people as possible

Physically practice/assess exit routes or shelter procedures

Allow individuals to mentally rehearse their response in their own work area

Identify Gaps

Alleviate anxiety, prepare, and create a sense of community resiliency

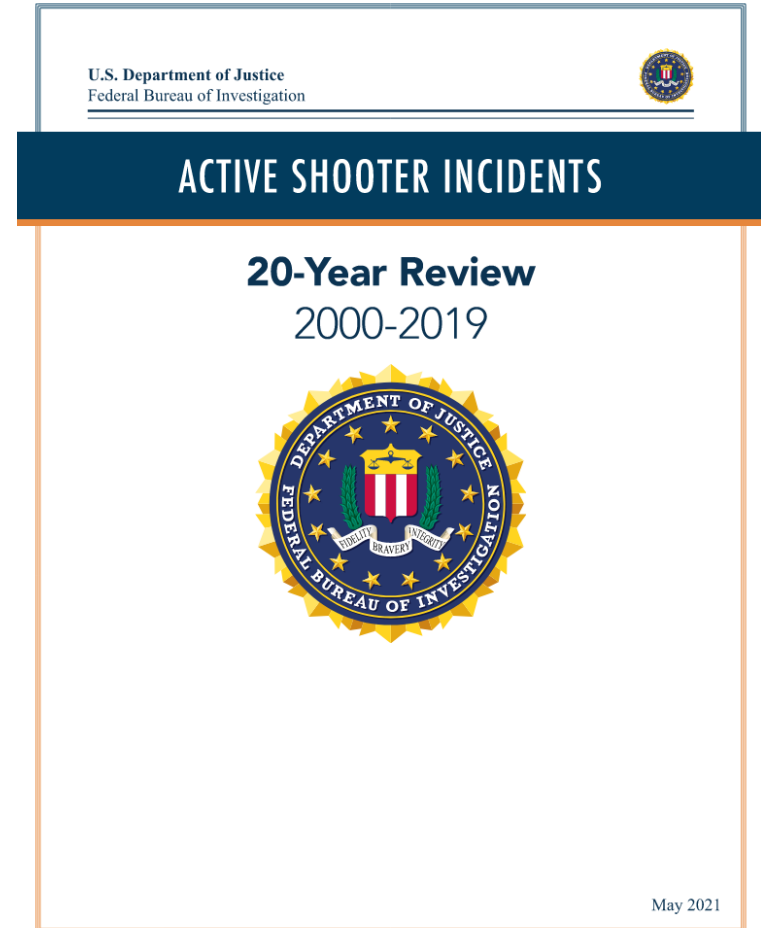
# FBI Active Shooter Statistics

The FBI defines an active shooter as one or more individuals actively engaging in killing or attempting to kill people in a populated area.

Sources:

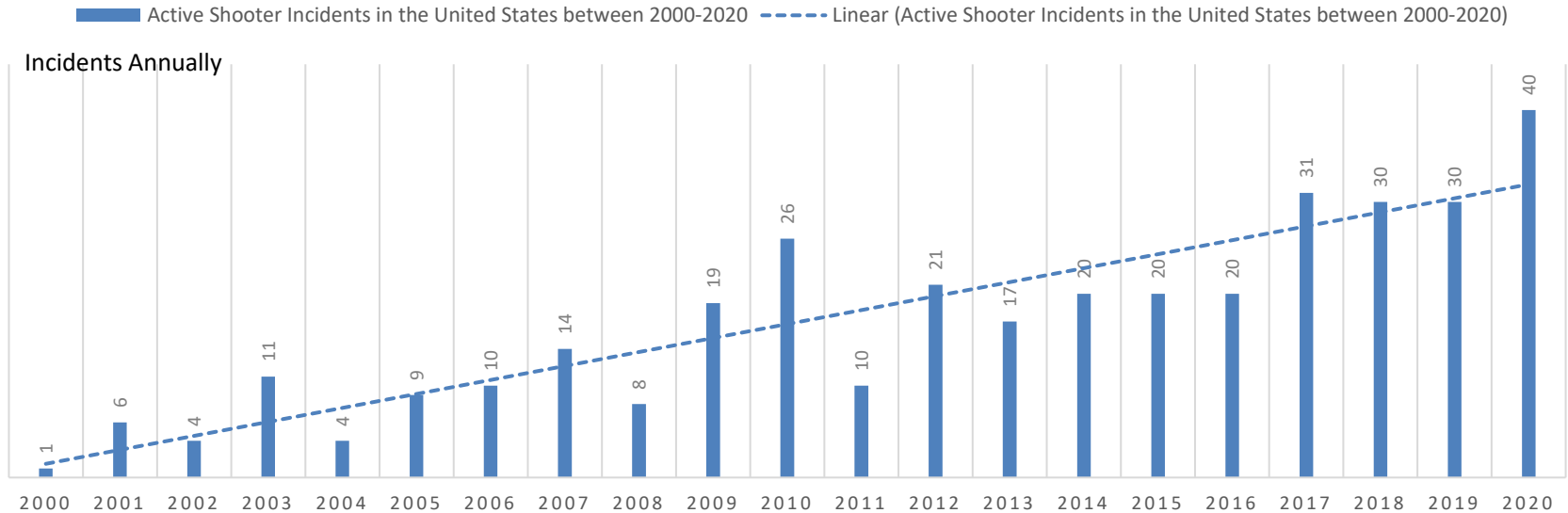
US Department of Justice, Federal Bureau of Investigation. Active Shooter Incidents 20-Year Review, 2000-2019. <https://www.fbi.gov/file-repository/active-shooter-incidents-20-year-review-2000-2019-060121.pdf/view>

US Department of Justice, Federal Bureau of Investigation. Active Shooter Incidents in the United States in 2020. <https://www.fbi.gov/file-repository/active-shooter-incidents-in-the-us-2020-070121.pdf/view>



# FBI Active Shooter Stats

## ACTIVE SHOOTER INCIDENTS IN THE UNITED STATES BETWEEN 2000-2020



373 Active Shooter incidents between 2000-2020

Incidents have risen from an average of 6.4 (2000-2007) to 16.4 (2007-2013) to 22.5 (2014-2017) incidents annually.

The total number of active shooter incidents in 2020 represents a 33% increase from 2019 and a 100% increase from 2016.

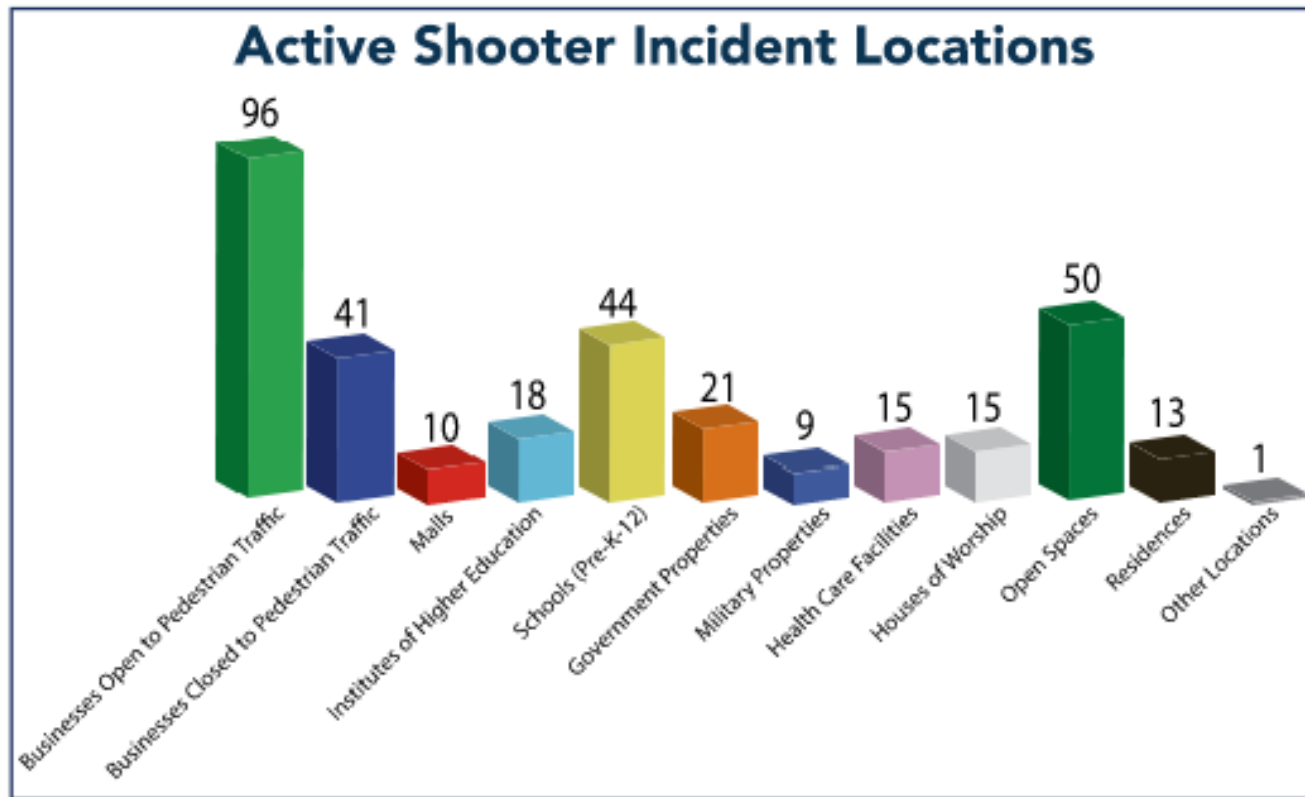
# Findings from FBI Incident Reports

In 63 incidents where the duration of the incident could be ascertained, 44 (69.8%) of 63 incidents ended in 5 minutes or less, with 23 ending in 2 minutes or less. Even when law enforcement was present or able to respond within minutes, civilians often had to make life and death decisions, and, therefore, should be engaged in training and discussions on decisions they may face.

# Total Active Shooter Incidents and Locations

## Quick Look:

The 333 active shooter incidents are categorized into 12 different location types.<sup>1</sup>



Active Shooter Incident Locations: Businesses Open to Pedestrian Traffic (96); Businesses Closed to Pedestrian Traffic (41); Malls (10); Institutes of Higher Education (18); Pre-K-12 Schools (44); Government Properties (21); Military Properties (9); Health Care Facilities (15); Houses of Worship (15); Open Spaces (50); Residences (13); Other Locations (1)<sup>2</sup>



# Tabletop Format



A facilitated discussion that begins with a brief emergency scenario designed to elicit constructive conversation

Discussion based however participants can be asked to also physically practice exit routes and shelter in place procedures

Supervisors act as facilitators

# Facilitator Skills

Interpretations

Validate concerns

Know your own response to the scenario

Allow participants to make discoveries

# 3 Situations

1. Concerning Behavior
2. Lockdown Alert
3. Immediate Threat Active Shooter/Hostile Event

# Situation 1 - Concerning Behavior

## Signs of Concern

- Change from Baseline
- Withdrawal
- Aggressive speech or behavior
- You know it when you see it – trust your gut

## Resources

- Staff and Faculty Consultation Center
- HR / Employee Relations
- Security
- Supervisor
- Division Admin
- CARE Team

In emergency situations call ext 5000

# Situation 1 - Scenario

## **THREATENING BEHAVIOR IN YOUR WORK AREA**

A colleague in your department has grown increasingly agitated over the last few weeks. In meetings they are disrespectful and argumentative. This morning they had an angry outburst and stormed out of a team meeting. They are now in the break room and team members are concerned.

### **Questions:**

What initial actions would individuals take? Ask them to be specific about their actions.

What resources would people contact to help manage the situation?

# Situation 2 - Scenario

## **ARMED ASSAILANT ON CAMPUS – LOCKDOWN SCENARIO**

It's business as usual in your work area. You and your colleagues have just received a cell phone alert stating "Armed intruder reported on campus. Lockdown until further notice."

### **Questions:**

- a. What initial actions would individuals take? Ask individuals to be specific about their actions. For example, one person may respond with, "I'd stay in my office and lock the door, turn off the light and put my cell phone on silent." It is important that participants consider the scenario and mentally rehearse what they would do in that situation.
- b. Have participants elaborate on why they chose their course of action.

# Lockdown Procedures

- Seek shelter indoors
- Close and lock doors
- Turn off lights and close blinds
- Stay away from windows
- Remain inside until 'All Clear' is given
- Remain Alert



# Situation 3 - Scenario

## ACTIVE SHOOTER SCENARIO

It's business as usual in your work area. Suddenly gunshots are heard coming from \_\_\_\_\_(fill in the blank). You hear screaming by(Customize the location and movement of the assailant further so that individuals can assess if they'd be able to escape or would elect to hide).

### Questions:

- a. What initial actions would individuals take? Ask individuals to be specific about their actions



## Situation 3 –

# Active Shooter/Hostile Event Procedures

If you are in immediate danger decide what your best course of action would be



# Immediate Threat Procedures

- Know your 2 closest exits
- Identify places that could be used to hide
  - Consider cover vs. concealment
- Leave everything behind
- Follow instructions by law enforcement
- Keep your hands visible to police



# Step by Step

## In advance of the exercise

- Decide when & where
- Notify staff
- prepare yourself with exercise resources and training and handout

## Day of

- 30-60 minutes discussing the scenario(s) and walking through responses
- Encourage Individual Action Plans
- Debrief your staff & complete evaluation

## After

- Complete Facilitator debrief online

# Individual Action Plans



## ACTIVE SHOOTER / HOSTILE EVENT GUIDELINES

Active Shooter events are often over within a matter of minutes, before police can arrive on the scene. If you are in the immediate vicinity of an active shooter, quickly determine the most reasonable way to protect your own life.

### If you choose to run

- Have an escape route and plan in mind
- Leave your belongings behind
- Evacuate regardless of whether others agree to follow
- Prevent others from entering an area where the active shooter may be
- Keep your hands visible

### If you choose to hide/shelter in place

- Hide in an area out of the shooter's view
- Lock the door or block entry to your hiding place
- Silence your cell phone and remain quiet

### Fight as a last resort and only when your life is in imminent danger

- Attempt to incapacitate the shooter
- Act with as much physical aggression as possible
- Improvise weapons or throw items at the active shooter
- Commit to your actions...your life depends on it

## CAMPUS RESOURCES

### MENTAL HEALTH

For concerns about staff, faculty, or post docs contact the Staff & Faculty Consultation Center (SFCC) at ext. 8360 or Campus Security extension 5000

For concerns about a student, or to assist a student in crisis, contact the Student Counseling Center at extension 8331 or Campus Security extension 5000

CARE team referrals:  
[www.caltechcares.caltech.edu](http://www.caltechcares.caltech.edu)

### EMPLOYEE RELATIONS

Extension 5930  
Violence Prevention Policy  
<http://hr.caltech.edu/services/policies>

### EMERG. PREPAREDNESS

Extension 6727  
[emergencypreparedness.caltech.edu](http://emergencypreparedness.caltech.edu)

## INDIVIDUAL EMERGENCY ACTION PLAN

The TWO EXITS closest to my work area are:

- 1) \_\_\_\_\_
- 2) \_\_\_\_\_

My Building's Emergency Assembly Area is:

\_\_\_\_\_

My HIDING and/or SHELTER IN PLACE location(s) are:

\_\_\_\_\_  
\_\_\_\_\_

Things I could use to SECURE my space and things I would use from my work area to PROTECT myself are:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

# Communications During an Active Shooter Event

Have the Everbridge App downloaded

Cell phones on silent, if possible

Remind participants to keep personal contact information up to date

Don't call Security for an update unless you have pertinent information

Testing supplemental technologies

# Keep Your Information Updated

Use [access.caltech.edu](https://access.caltech.edu) to update your contact information

**Caltech** | My Personal Information

Name and Email | **Phones and Addresses** | Emergency Contacts | Job Information

### My Phones and Addresses

You may change information in the spaces below. Mobile Phone numbers are private and not published anywhere (e.g., not in directory, etc). Click on the "Submit" button w

### Phones

	Phone Type	Phone Number
	Mobile	626-395-6727
	Work	626-395-6727

**New Phone**

Keep personal contact info updated

Thank you!



Questions?