

Roanoke County, Virginia

2016 Virginia Association of Counties Criminal
Justice and Public Safety
Award Nomination



Submitted by

The Economic Development Department
&
Police Department

June 1, 2016

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APPLICATION FORM

All applications must include the following information. Separate applications must be submitted for each eligible program. **Deadline: June 1, 2016.** Please include this application form with electronic entry.

PROGRAM INFORMATION

County: Roanoke County
 Program Title: Violence in the Workplace Active Shooter Program
 Program Category: Criminal Justice & Public Safety

CONTACT INFORMATION

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SIGNATURE OF COUNTY ADMINISTRATOR OR CHIEF ADMINISTRATIVE OFFICER

Name: Thomas C. Gates
 Title: County Administrator
 Signature: 

Program Overview
Violence in the Workplace
Active Shooter Workshop Series

Focus on workplace safety in Roanoke County originated with extensive training and certification attainment that our police officers had undergone to protect our schools. From Columbine High School to Virginia Tech to Sandy Hook Elementary, active shooter and



violent incidents have increased in recent years making it necessary for our Police Department to increase training efforts to boost their preparedness level for violent incidents within schools, businesses, and organizations.

Ongoing certification required the Police Department to continue this level of training which prompted the officers to seek other ways to share this information with the community. A prototype training module was conducted with the Roanoke County Library System. The success of the workshops with library personnel led to the idea of conducting these workshops with additional organizations. The Economic Development Department began outreach efforts to local businesses and organizations. As a result, the Roanoke County Police Department and Economic Development Department collaborated to develop and promote a series of workshops for the businesses, schools and organizations in the Roanoke Valley.

The more the workshops were promoted, the more diverse the response from the community

became. The Police Department is now working with higher education, nursing care facilities, churches, micro-businesses, and large manufacturing facilities.

The Active Shooter Workshop Series training has enabled our Police Department to provide training to our community not only for a violent incident, but other emergency events such as tornadoes floods and earthquakes in the schools, workplaces, shopping malls, places of worship and movie theaters.

You can learn more about the emergency preparedness [Violence in the Workplace - Active Shooter](#) workshop series by watching the County Business Partners television show.

[WATCH HERE.](#)

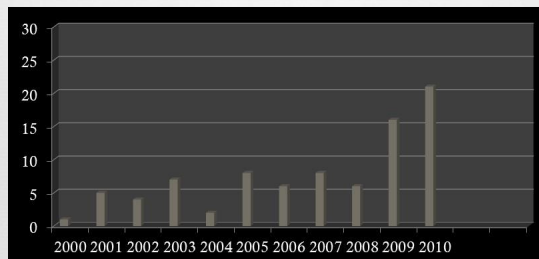
Problem / Challenge

Since the Columbine High School active threat event on April 20, 1999, the tactical response by law enforcement has changed.

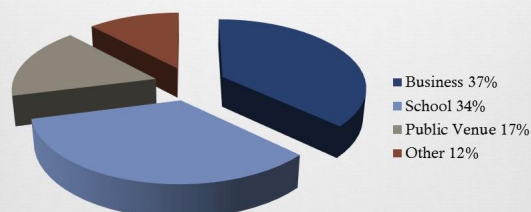
Waiting for specially trained units to contain a violent situation may not be the best option. The first responding officer(s) may need to take action to resolve the situation.

Through training and practice, the Roanoke County Police Department has introduced

FREQUENCY OF ACTIVE SHOOTER EVENTS BY YEAR (2000-2010)



ACTIVE SHOOTER ATTACK LOCATIONS




specialized response tactics to its officers that will not only increase the safety of the public, but also increase the officers' chance of survival when facing an active threat. Furthermore, as a result of active threat incidents that have occurred across the United States, it has been determined that if civilians, businesses, and organizations were provided simple, easy to understand strategies to help protect themselves there would be fewer injuries and loss of life.

Program Summary

The Roanoke County Economic Development and Police Departments partnered to offer a workshop series for businesses, organizations, and individuals. The workshops were free and offered at the Roanoke South County library auditorium. Costs associated with the workshops were nominal and in-kind services between the departments and the County library were utilized. The workshops were made available to businesses, organizations, and individuals throughout the Roanoke Valley, therefore workshop attendees came from Roanoke and Botetourt Counties, and the Cities of Roanoke and Salem.





VIOLENCE

IN THE WORKPLACE

(Active Shooter Workshop Series)


PART ONE - PREPARATION

This workshop segment is to prepare for a violent event by assessing the situation, dealing with law enforcement, dealing with the aftermath of the violent incident and continuing to develop your emergency action plan.

PART TWO —CONSULTATION
WITH POLICE & FIRE & RESCUE DEPTS

This workshop segment is designed to assist individual businesses work with first responders to complete and review their Emergency Action Plan. This session helps to ensure that lock-down areas, evacuation routes/destinations and critical incident protocols are addressed by your planning team to prepare for an on-site assessment by your respective Police and Fire & Rescue Departments for interior and exterior areas of your business.

Date: November 12, 2015
Time: 8:30 am — 12:00 noon
Location: South County Library
6303 Merriman Road



This two-part workshop is **FREE** but **ADVANCE** registration is required. If you have questions, please call Melinda Cox at 772-2185.

SPONSORS: THE ROANOKE COUNTY POLICE, FIRE & RESCUE AND ECONOMIC DEVELOPMENT DEPTS


The first workshop covered pre-event planning for an active shooter, site assessment, company/organization policy, purpose/development of an emergency action plan. The following workshops were designed to assist businesses,



organizations, and individuals with how to work with first responders to complete and review their Emergency Action Plan. These sessions helped to ensure that lock-down areas, evacuation routes/destinations, and critical incident protocols were addressed by planning teams to prepare for an on-site assessment by police and fire & rescue departments for interior and exterior areas of properties.

Post workshop assessments were made and communication is ongoing between the participating businesses and organizations and their respective police and fire & rescue departments in the localities in which they reside.

The workshops were promoted via newsletters, social media, local government television, and local media outlets. (See Supplemental Materials)



**VIOLENCE
IN THE
WORKPLACE**

WORKSHOP #2 EVALUATION - NOVEMBER 12, 2015

EVALUATION QUESTIONS

Do you feel that this workshop provided you with the tools necessary to assess your business site in order to develop an emergency action plan? _____

Was the presentation content applicable to your type of business? _____

Is your business currently developing or revising your emergency action plan? _____


Do you have the support of executive management to build a comprehensive plan? _____

Do you plan to share a copy of your plan with your respective Police and Fire Departments and invite the officers to your business for a final plan review and site assessment? _____

Do you share the information from this workshop in staff, department or division meetings? _____

Was the instructor knowledgeable, presented ideas effectively and kept participants involved? _____

What is your overall assessment of this workshop? (Please circle)
1 - Insufficient 2 - Poor 3 - Average 4 - Good 5 - Excellent



SPONSORS: THE ROANOKE COUNTY POLICE, FIRE & RESCUE AND ECONOMIC DEVELOPMENT DEPTS

**Supplemental Material
Useful Links**

[Listen to: Workshop Radio Interview](#)

[Watch: Workshop TV Interview](#)

[Sample Workshop Facebook Post](#)

[Workshop In the News](#)

**Supplemental Material
View PowerPoint Slides – Statistical and Program Information**

**ACTIVE SHOOTER IN THE
WORKPLACE**



Civilian Response & Law Enforcement Intervention Tactics

AN ACTIVE SHOOTER INCIDENT.....



CAN IT HAPPEN HERE?

INTRODUCTION



- ☞ Recent Incidents
- ☞ Active Shooter Demographic & Statistics
- ☞ Definitions
- ☞ Lessons Learned
- ☞ Issues
- ☞ Business Administration/Employee Response Strategies
- ☞ Police Intervention Tactics & Training
- ☞ What can we expect in the future?
- ☞ Questions



DISCLAIMERS



- ❧ We don't have all the answers
- ❧ There are no guarantees
 - ❧ There will be casualties
 - ❧ We can't save everyone
- ❧ Loss of life can be mitigated by way of training, preparation and response against Active Shooter incidents. However, every situation will be different and the operational environment will also influence the outcome.

RECENT INCIDENTS



RECENT INCIDENTS



- ☞ October 1, 1997 Pearl, MS: 2 students killed and 7 wounded (16 YO suspect)
- ☞ December 1, 1997 West Paducah, KY: 3 students killed and 5 wounded (14 YO suspect)
- ☞ December 15, 1997 Stamps, AR: 2 students wounded (14 YO suspect)
- ☞ March 24, 1998 Jonesboro, AR: 4 students and 1 teacher killed, 10 others wounded outside (13 YO and 11 YO suspects)
- ☞ April 24, 1998 Edinboro, PA: 1 teacher killed and 2 students wounded (14 YO suspect)

RECENT INCIDENTS



- ☞ May 19, 1998 Fayetteville, TN: 1 student killed (18 YO suspect)
- ☞ May 21, 1998 Springfield, OR: 2 students killed, 22 others wounded in cafeteria (15 YO suspect)
- ☞ June 15, 1998 Richmond, VA: 1 teacher and 1 guidance counselor wounded (14 YO suspect)
- ☞ **April 20, 1999 Littleton, CO (Columbine HS):** 12 students and 1 teacher killed, 23 others wounded (18 and 17 YO suspects) – Advanced assault techniques.
- ☞ April 28, 1999 Taber, Alberta, CA: 1 student killed, 1 wounded in first fatal HS shooting in Canada in 20 years (14 YO suspect)

RECENT INCIDENTS



- ☞ May 20, 1999 Conyers, GA: 6 students injured (15 YO suspect)
- ☞ November 19, 1999 Deming, NM: 1 student killed (12 YO suspect)
- ☞ December 6, 1999 Fort Gibson, OK: 4 students wounded (13 YO suspect)
- ☞ December 7, 1999 Veghel, Netherlands: 1 teacher and 3 students wounded (17 YO suspect)
- ☞ **February 29, 2000 Mount Morris Township, MI:** 6 year old female student killed by 6 year old boy.
- ☞ March 2000 Branneburg, Germany: 1 teacher killed by 15 YO student.

RECENT INCIDENTS



- ☞ March 10, 2000 Savannah, GA: 2 students killed (19 YO suspect)
- ☞ May 26, 2000 Lake Worth, FL: 1 teacher killed (13 YO suspect)
- ☞ September 26, 2000 New Orleans, LA: 2 students wounded with the same gun during a fight.
- ☞ January 17, 2001 Baltimore, MD: 1 student killed
- ☞ January 18, 2001 Jan, Sweden: 1 student killed by two boys (17 and 19 YO suspects)
- ☞ March 5, 2001 Santee, CA: 2 students killed and 13 wounded (15 YO suspect)
- ☞ March 7, 2001 Williamsport, PA: 14 YO female student wounded another in cafeteria.

RECENT INCIDENTS



- ☞ March 22, 2001 Granite Hills, CA: 1 teacher and 3 students wounded (18 YO suspect)
- ☞ March 30, 2001 Gary, IN: 1 student killed (17 YO suspect)
- ☞ November 12, 2001 Caro, MI: 17 YO student took two hostages before killing himself
- ☞ January 15, 2002 New York, NY: 2 students wounded (17 YO suspect)
- ☞ February 19, 2002 Freising, Germany: Two killed by a man in a factory from which he had been fired; killed two others at a school in which he had been expelled.
- ☞ April 26, 2002 Erfurt, Germany: 13 teachers, 2 students and 1 police officer killed, 10 wounded (19 YO suspect)

RECENT INCIDENTS



- ☞ April 29, 2002 Vlasenica, Bosnia-Herzegovina: 1 teacher killed, 1 wounded (17 YO suspect)
- ☞ October 28, 2002 Tucson, AZ: 3 female professors shot and killed (41 YO suspect)
- ☞ April 14, 2003 New Orleans, LA: 1 student killed, 3 wounded (four teenaged suspects – gang related)
- ☞ April 24, 2003 Red Lion, PA: Principal killed (14 YO suspect)
- ☞ September 24, 2003 Cold Spring, MN: 2 students killed (15 YO suspect)
- ☞ September 28, 2004 Carmen de Patagones, Argentina: 3 students killed and 6 wounded (15 YO suspect)

RECENT INCIDENTS



- ☞ March 21, 2005 Red Lake, MN: 16 YO suspect shot and killed his grandfather and companion, then arrived at school where he killed a teacher, a security guard, 5 students and finally himself.
- ☞ November 8, 2005 Jacksboro, TN: Assistant Principal killed and two other administrators wounded ((15 YO suspect)
- ☞ August 24, 2006 Essex, VT: 1 teacher killed, 1 wounded (27 YO suspect)
- ☞ September 13, 2006 Montreal, Canada: 1 student killed and more than a dozen wounded ((25 YO suspect)
- ☞ September 27, 2006 Bailey, CO: 6 students held hostage, 1 killed

RECENT INCIDENTS



- ☞ September 29, 2006 Cazenovia, WI: Principal killed by 15 YO suspect
- ☞ **October 3, 2006 Nickel Mines, PA:** 32 YO suspect entered the one-room West Nickel Mines Amish School and shot 10 schoolgirls, ranging in age from 6-13 years old, and then himself. 5 of the girls died.
- ☞ January 3, 2007 Tacoma, WA: 1 student killed (18 YO suspect)
- ☞ **April 16, 2007 Blacksburg, VA:** 23 YO VA Tech student killed 2 in a dorm, then killed 30 more two hours later. 15 others wounded. The most deadly active shooter incident in U.S. history.
- ☞ September 21, 2007 Dover, DE: 2 students wounded (18 YO suspect)

RECENT INCIDENTS



- ☞ October 10, 2007 Cleveland, OH: 2 students and 2 teachers wounded (14 YO suspect)
- ☞ November 7, 2007 Tuusula, Finland: 7 students and 1 teacher killed, 10 others wounded (18 YO suspect)
- ☞ February 8, 2008 Baton Rouge, LA: A nursing student shot and killed 2 women and then herself.
- ☞ February 11, 2008 Memphis, TN: 1 student shot and wounded (17 YO suspect)
- ☞ February 12, 2008 Oxnard, CA: 1 student killed (14 YO suspect)
- ☞ February 14, 2008 DeKalb, IL: 5 students killed, 17 wounded at Northern Illinois University.
- ☞ September 23, 2008 Kauhajoki, Finland: 9 students killed

RECENT INCIDENTS



- ☞ November 12, 2008 Ft. Lauderdale, FL: 1 fifteen YO female student was shot and killed by a classmate.
- ☞ March 11, 2009 Winnenden, Germany: 15 students shot and killed (17 YO suspect)
- ☞ April 30, 2009 Azerbaijan, Baku: 12 students and staff killed, several others wounded.
- ☞ February 5, 2010 Madison, AL: 1 student killed (ninth grade suspect)
- ☞ February 12, 2010 Huntsville, AL: A biology professor shot and killed 3 of her colleagues and wounded 3 others.
- ☞ **February 23, 2010 Littleton, CO:** Two students were shot at Deer Creek middle school before a teacher tackled a man with a high-powered rifle outside of the school.
 - ☞ **April 7, 1982 Littleton, CO:** Deer Creek Jr. High School. The gunman, 14-year-old Jason Rocha, was a student at Deer Creek. Rocha shot and killed 13 year-old Scott Darwin Michael.
- ☞ March 9, 2010 Columbus, OH: OSU campus, 2 employees killed and 1 wounded

RECENT INCIDENTS



- ☞ January 5, 2011 Omaha, NE: Two people were killed and two more injured.
- ☞ January 5, 2011 Houston, TX: Two people opened fire during a powder-puff football game – 1 former student died, 5 others wounded.
- ☞ January 8, 2011 Tucson, AZ: Arizona Rep. Gabrielle Giffords was shot in an assassination attempt. 17 others were shot with 6 fatally wounded.
- ☞ April 7, 2011 Rio de Janeiro, Brazil: 12 children killed and more than a dozen more injured (23 YO suspect)
- ☞ May 10, 2011 San Jose, CA: 3 people killed at San Jose State University

RECENT INCIDENTS



- ☞ **July 22, 2011 Tyrifjorden, Buskerud, Norway:** A gunman disguised as a police officer opened fire at a camp for young political activists on the island of Utøya. The gunman killed 68 campers.
- ☞ **December 8, 2011 Blacksburg, VA:** A Virginia Tech police officer was shot and killed by a 22 YO Radford University student.
- ☞ February 10, 2012 Walpole, NH: A 14 YO student shot and killed himself in front of 70 fellow students.
- ☞ February 27, 2012 Chardon, OH: 3 students killed and 6 more injured.
- ☞ March 6, 2012 Jacksonville, FL: A 28 YO teacher shot and killed the principal.
- ☞ March 19, 2012 Toulouse, France: A man shot and killed a rabbi, two of his children and another child.

RECENT INCIDENTS



- ☞ April 2, 2012 Oakland, CA: 7 people killed and several others wounded by a 43 YO former student at Oikos University.
- ☞ **July 20, 2012 Aurora, CO:** A gunman shoots and kills 12 and wounds 38 others at a midnight screening of the film *The Dark Knight Rises*. The suspect set off a smoke device in the front of the theatre before opening fire.
- ☞ August 5, 2012 Oak Creek, WI: A gunman opens fire at a Sikh temple, killing 6 and wounding 3.
- ☞ December 11, 2012 Portland, OR: 2 killed and 1 wounded at the local mall.
- ☞ **December 14, 2012 Newtown, CT:** 20 children and six teachers killed at Sandy Hook Elementary School.

ACTIVE SHOOTER STATISTICS



ACTIVE SHOOTER EVENTS 2002-2012

- ☞ 154 Active Shooter events in the United States from 2002-2012 (FBI Study)
 - ☞ 96% of the shooters were males
 - ☞ 51% of shooters were deceased following the attack (43% committed suicide, 8% were shot and killed by 1st responders)
 - ☞ 96% of the attacks involved the shooter acting alone
 - ☞ 37% of the attacks occurred in workplaces while 17% occurred in academic settings
 - ☞ 40% of the attacks were unable to be linked to a clear motivation.
 - ☞ 21% of the attacks were motivated by workplace retaliation; 14% were motivated by domestic disputes
 - ☞ Academic retaliation by a current or former student accounted for 7% of attacks

ACTIVE SHOOTER STATISTICS

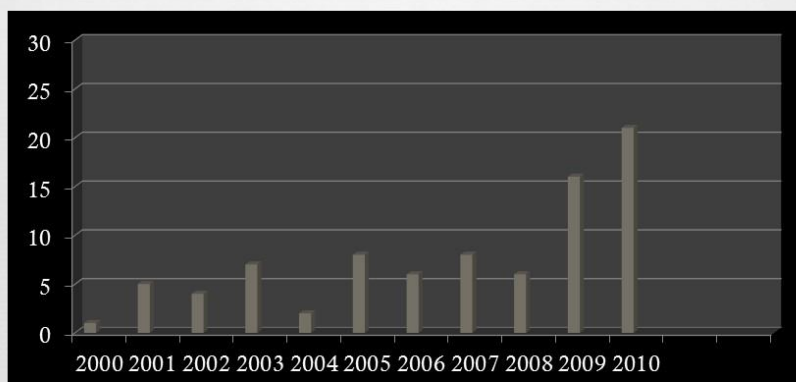
- ☞ Active-shooter incidents often occur in small- and medium-sized communities where police departments are limited by budget constraints and small workforces.
- ☞ The average active-shooter incident lasts 12 minutes. Thirty-seven percent last less than 5 minutes.
- ☞ Overwhelmingly, the offender is a single shooter (98 percent), primarily male (97 percent). In 40 percent of the instances, they kill themselves.
- ☞ Two percent of the shooters bring IEDs as an additional weapon.

ACTIVE SHOOTER STATISTICS

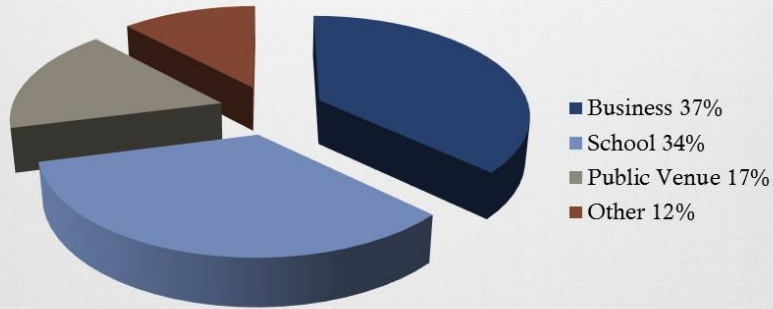


- ☞ In 10 percent of the cases, the shooter stops and walks away. In 20 percent of the cases, the shooter goes mobile, moving to another location.
- ☞ Forty-three percent of the time, the crime is over before police arrive. In 57 percent of the shootings, an officer arrives while the shooting is still underway.
- ☞ The shooter often stops as soon as he hears or sees law enforcement, sometimes turning his anger or aggression on law enforcement.
- ☞ Patrol officers are most likely responding alone or with a partner. When responding alone, 75 percent had to take action.
- ☞ A third of those officers who enter the incident alone are shot by the intruder.

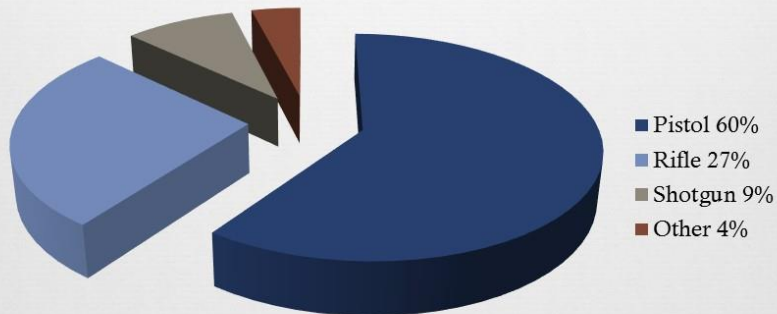
FREQUENCY OF ACTIVE SHOOTER EVENTS BY YEAR (2000-2010)



ACTIVE SHOOTER ATTACK LOCATIONS



TYPES OF WEAPONRY



DEFINITIONS



ACTIVE SHOOTER DEFINED



- ∞ An armed person who has used or demonstrated the intent to use deadly, physical force and continues to do so while having access to additional victims.
 - ∞ The actor does not have to be armed with a firearm
- ∞ Active Shooters have caused a shift in law enforcement training and tactics, especially since most of these persons do not necessarily expect to escape or even survive these situations.

ACTIVE SHOOTER INCIDENT



- ☞ An event where victims continue to suffer death or serious physical injury due to the activities of the active shooter.



ACTIVE SHOOTER RESPONSE



- ☞ The swift and immediate deployment of law enforcement resources to on-going life-threatening situations where delay could otherwise result in death or great bodily injury to innocent persons (NTOA).
 - ☞ Rapid Deployment, Immediate Deployment, etc.
 - ☞ Moving to the sound of gunfire or people's reactions to the event.

LESSONS LEARNED



LESSONS LEARNED



- ❧ Incidents can happen anywhere
- ❧ Many warning signs are provided to the attackers' acquaintances, few or none are provided to law enforcement.
- ❧ The attacker may have little or no relationship with the target (26%)
- ❧ Can happen in almost any type of facility
- ❧ Multiple locations may be attacked simultaneously
- ❧ Attacker(s) may use careful pre-planning to maximize their effect.

LESSONS LEARNED



- ☞ Target Selection
 - ☞ Target-rich environment
 - ☞ Soft-targets (no security)
 - ☞ Isolated geographical location(s)
- ☞ Well orchestrated, pre-planned events
 - ☞ Barricade material
 - ☞ Improvised Explosive Devices (IED's)
 - ☞ Intelligence
 - ☞ Chemical Agents
 - ☞ Body Armor
 - ☞ Breaching gear



LESSONS LEARNED



- ☞ Disguises
- ☞ Assault weapons
- ☞ Electronics
- ☞ Threat Capabilities Vary
 - ☞ Low
 - ☞ Single attacker, limited weapons, little pre-planning
 - ☞ Medium
 - ☞ Several attackers, enhanced weaponry, some pre-planning
 - ☞ High
 - ☞ Multiple attackers, significant weaponry, detailed pre-planning
 - ☞ Communication, coordination and tactics
- ☞ The attack is often over before police intervention
 - ☞ As many as 2/3rd's
 - ☞ Suspect is either dead, captured, escaped or retargeting



LESSONS LEARNED



- ⌘ When we confront the attacker, we almost always succeed in stopping the killing.
 - ⌘ Many commit suicide
 - ⌘ Some surrender
 - ⌘ Others are captured or killed
 - ⌘ In almost every case in the United States over the last 25 years, no innocent person is killed after police response.



ISSUES



- ⌘ Law enforcement officers are not getting to the scene fast enough to mitigate casualties.
 - ⌘ In Aurora, CO theater massacre, officers arrived on scene in approximately 90 seconds and confronted the shooter in a parking lot outside.
 - ⌘ However, by the time dispatch received the 911 calls, entered the information into their CAD system and dispatched the call, several minutes had passed.
- ⌘ People have to take care of themselves until law enforcement arrives (run, hide, fight)

EMPLOYEE/CIVILIAN RESPONSE STRATEGIES



& EVACUATION PROCEDURES

Threat Assessment



- ☞ Active Shooter vs. Directed Threat
 - ☞ Businesses are more susceptible to a directed threat by a single individual.
 - ☞ Ex: Disgruntled employee, domestic violence, etc.
 - ☞ There are usually pre-event indicators by a person that may indicate future violence.
 - ☞ Effective communication between employees and managers may positively influence the potential outcome of an incident.
 - ☞ Any potential threat should be reported to the police to help mitigate the situation.
 - ☞ Behavioral threat assessment team.
 - ☞ Active Shooter events should never be ruled out.

WORKPLACE ADMINISTRATIVE RESPONSIBILITIES



- ☞ Create an active shooter response plan and lockdown procedure.
- ☞ A pre-designated staging area should be established for evacuees of your facility to respond to.
 - ☞ This location can be a section of a parking lot, another business, etc.
 - ☞ Ensure that this location is secure and located a safe distance away from your business.
 - ☞ Do not share this location with someone other than employees.
 - ☞ Share this location with local law enforcement

WORKPLACE ADMINISTRATIVE RESPONSIBILITIES



- ☞ A DAILY roster of employees should be prepared and accessible to managers.
- ☞ Practice active shooter response plan and lockdown procedures quarterly or bi-annually.
 - ☞ Include local law enforcement agency to assess and critique your plans.

RUN/HIDE/FIGHT



- ☞ http://www.youtube.com/watch?feature=player_detailpage&v=5VcSwejU2D0

Employee/Civilian Response Strategies



- ☞ Know your workplace's lockdown procedures
- ☞ Try to remain calm
- ☞ Attempt to warn other faculty, staff, students and visitors to take immediate cover.
- ☞ Proceed to a room that can be locked or barricaded.
 - ☞ Pre-plan your response ahead of time
 - ☞ Block the door using whatever is available (e.g. desk, tables, file cabinets, etc.)
 - ☞ After securing the door, be quiet, stay out of sight and behind solid objects as far from the door as possible.
 - ☞ Silence phones, turn off lights, radios, computer monitors

Employee/Civilian Response Strategies



- ☞ Block interior windows
- ☞ Arm yourself with improvised weapons
- ☞ Provide medical treatment to anyone injured in your room.
- ☞ If your room has an exterior window, place a sign indicating a need for medical attention.
- ☞ Have ONE** designated person in your workplace call 911 and provide:
 - ☞ Provide your specific location/address and describe the event.
 - ☞ If you were able to see the offender(s), provide a description (e.g. sex, race, clothing, last observed location, direction of travel, weapon type and identity (if known)).

Employee/Civilian Response Strategies



- ☞ If any victims were observed, provide information regarding the number of victims and their last known location(s).
- ☞ If any suspicious packages, backpacks or devices were observed, provide its location and description.
- ☞ If any explosions were heard, provide the location and description.
- ☞ Wait patiently until a uniformed police officer unlocks the door and escorts you out.
- ☞ **DO NOT OPEN THE DOOR FOR ANYONE!!**
 - ☞ An active shooter may attempt to entice you to open the door using a ruse.

Employee/Civilian Response Strategies



- ☞ If you get caught in an open or unsecured area, immediately seek protection:
 - ☞ Consider trying to escape the facility ONLY if you know where the active shooter is and there appears to be an escape route immediately available to you.
 - ☞ If in doubt, find the safest area possible and attempt to secure it the best that you can.
 - ☞ Place yourself in a position where there is a barrier between you and the active shooter.
 - ☞ Play dead, if necessary
 - ☞ The final option you may have if caught by the suspect is to fight back. Arm yourself with improvised weapons. This option is a last resort.

Evacuation Procedures



- ☞ Do EXACTLY as you are instructed by law enforcement.
- ☞ During evacuation, do not take any backpacks, purses, etc. with you.
- ☞ You may be:
 - ☞ Instructed to keep your hands on your head
 - ☞ Handcuffed
 - ☞ Searched
 - ☞ Taken to a staging area for medical care and/or interviewing
- ☞ You will not be permitted to retrieve personal belongings or access the building until law enforcement releases the crime scene.

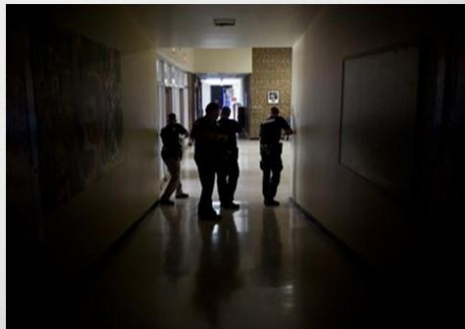
POLICE RESPONSE TO AN ACTIVE SHOOTER



LAW ENFORCEMENT PRIORITIES



- ∞ Lives of the innocent
- ∞ Lives of Law Enforcement Officers
- ∞ Lives of the suspect(s)



POLICE RESPONSE TO AN ACTIVE SHOOTER



- ☞ Pre-Columbine response tactics:
 - ☞ Locate, Contain, Isolate
 - ☞ Call SWAT
- ☞ 1999-2008
 - ☞ Four officer cell (Diamond or 'T' Formations)
 - ☞ Contact/Rescue Teams
- ☞ 2008-Present
 - ☞ Single/Dual officer response
 - ☞ First officer(s) on scene access, communicate and move to contact

POLICE RESPONSE TO AN ACTIVE SHOOTER (PRIORITIES)



- ☞ Priority #1:
 - ☞ **To locate, contain and neutralize the active shooter**
 - ☞ This will involve bypassing the injured and rooms containing innocent persons.
- ☞ Priority #2:
 - ☞ After neutralizing the active shooter, a systematic search of the facility will need to be conducted for any secondary threats (e.g. secondary suspects, IED's, etc.)
 - ☞ Rescue and evacuation of injured
- ☞ Priority #3:
 - ☞ Rescue and evacuation of others within target facility

POLICE INTERVENTION TACTICS & TRAINING



- ☞ Immediate Action/Rapid Deployment response tactics
 - ☞ Pre-Columbine: Normal police response tactics called for officers establishing a perimeter around the target and calling for SWAT.
 - ☞ Post-Columbine: Three/Four man entry teams of 1st responding officers (Contact/Rescue Teams)
 - ☞ Recent police training methodology consists of single/dual man entry teams.
 - ☞ Primary focus is neutralizing the threat(s), secondary focus is evacuating injured.
- ☞ Coordination with other police agencies, fire and rescue departments in response tactics and training, resolving communication and logistical issues.

POLICE INTERVENTION TACTICS & TRAINING



- ☞ The establishment of an Incident Command Post (ICP)
 - ☞ Also known as the Command Post (CP)
 - ☞ Location where on-scene incident command functions are performed.
 - ☞ UNIFIED COMMAND
 - ☞ Command Staff
 - ☞ Personnel that work with the Incident Commander and report directly to him/her.
 - ☞ Safety Officer
 - ☞ Liaison Officer
 - ☞ Public Information Officer

POLICE INTERVENTION TACTICS & TRAINING



- ❧ Create staging areas for responding/mobilized resources
 - ❧ Locations where resources can be placed awaiting an assignment
 - ❧ Should be close enough to respond quickly, but far enough away to avoid becoming involved in the incident by mere location.
 - ❧ Fire & Rescue
 - ❧ Additional law enforcement agencies
 - ❧ Media/Family Staging area
 - ❧ Helispot/helibase
 - ❧ Creation of zones (Hot, warm, cold)
- ❧ Creation of an Incident Action Plan
 - ❧ Plan containing the objectives of the incident
 - ❧ Also contains strategies for managing the incident
 - ❧ Incident Objectives
 - ❧ Statements that provide guidance and direction for the selection of strategies and tactical direction.

POLICE INTERVENTION TACTICS & TRAINING



- ❧ Information/Intelligence Function
 - ❧ Newer addition to the command structure
 - ❧ Can include sensitive information or investigative information.
- ❧ Activation of the Emergency Operations Center (EOC)
 - ❧ A physical location which coordination of information and resources is located to help support the on-scene incident management.

WHAT CAN WE EXPECT IN THE FUTURE?



- ❧ The frequency of active shooter events have increased from years past, as well as the casualty rates.
- ❧ Indications of what the future holds here in the United States may be in what has occurred elsewhere in the past:
 - ❧ [Beslan School Siege September 1-3, 2004 North Ossetia, Russia.](#)
 - ❧ 334 hostages killed
 - ❧ 186 children
 - ❧ [Mumbai, India Attacks November 26-29, 2008](#)
 - ❧ 12 coordinated “swarming” shooting and bombing attacks across the city.

WHAT CAN WE EXPECT IN THE FUTURE?



- ❧ Officers will be:
 - ❧ Better trained
 - ❧ Better equipped
- ❧ Technology will permit shorter response times and better communication among responding agencies.
- ❧ Multi-jurisdictional active shooter training
- ❧ Our citizens will be better prepared to protect themselves until officers arrive on scene.



WHAT ABOUT THIS?



- ☞ On Monday April 21, 2014 at approximately 9:33 AM multiple 911 calls are received at the Roanoke County Emergency Communications Center regarding a 'shots fired' incident at William Byrd High School.
- ☞ At 9:36 AM calls are received at Glenvar High School regarding shots being fired and explosions being heard on campus.
- ☞ At 9:41 AM 911 calls are received at Northside Middle School regarding two teenaged boys actively shooting at students and school staff within the library.
- ☞ At 9:46 AM 911 calls are received at Hidden Valley High School regarding an active shooter in the cafeteria of the school.

QUESTIONS?

