



PREPARING FOR ACTIVE SHOOTER INCIDENTS -- AND CISA RESOURCES THAT CAN HELP YOU WITH THAT

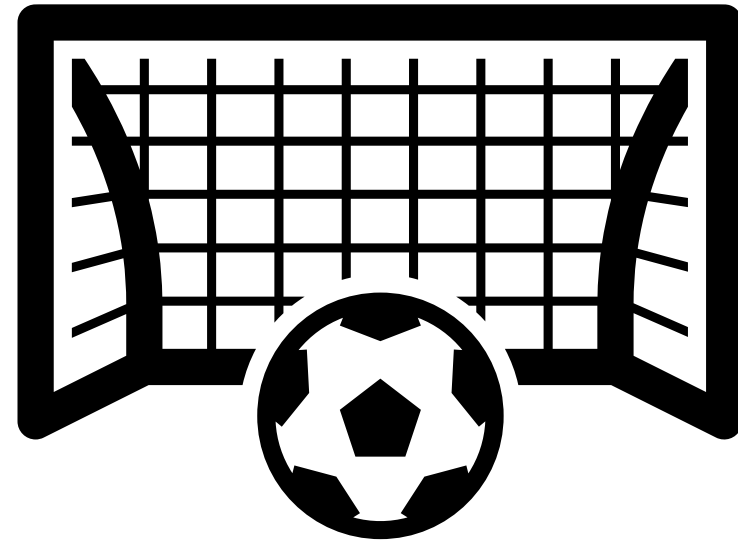
ASIS ROCHESTER



Goal for today

Advise ASIS Rochester members about

- Some ways security professionals can lead their organizations' efforts to prepare for active shooter incidents, and
- inform them about resources CISA and other federal agencies provide.



Ways security professionals can lead their organizations' efforts to prepare for active shooter incidents





Start your own version of the video





Preparedness Goal

Establishes

Core Capabilities

For Executing

Prevention

Protection

Mitigation

Response

Recovery

Mission Areas





The prevention mission area:

Prevent, avoid, or stop an imminent, threatened, or actual act of terrorism or targeted violence.

- 1) Identify steps your organization can take to prevent an active shooter
- 2) Understand the pathway to violence
- 3) Identify warning signs of a person on a pathway to violence
- 4) Understand the role of threat assessment management teams
- 5) Describe de-escalation and identify useful techniques to de-escalate a potentially violent person



Preventing the next active shooter

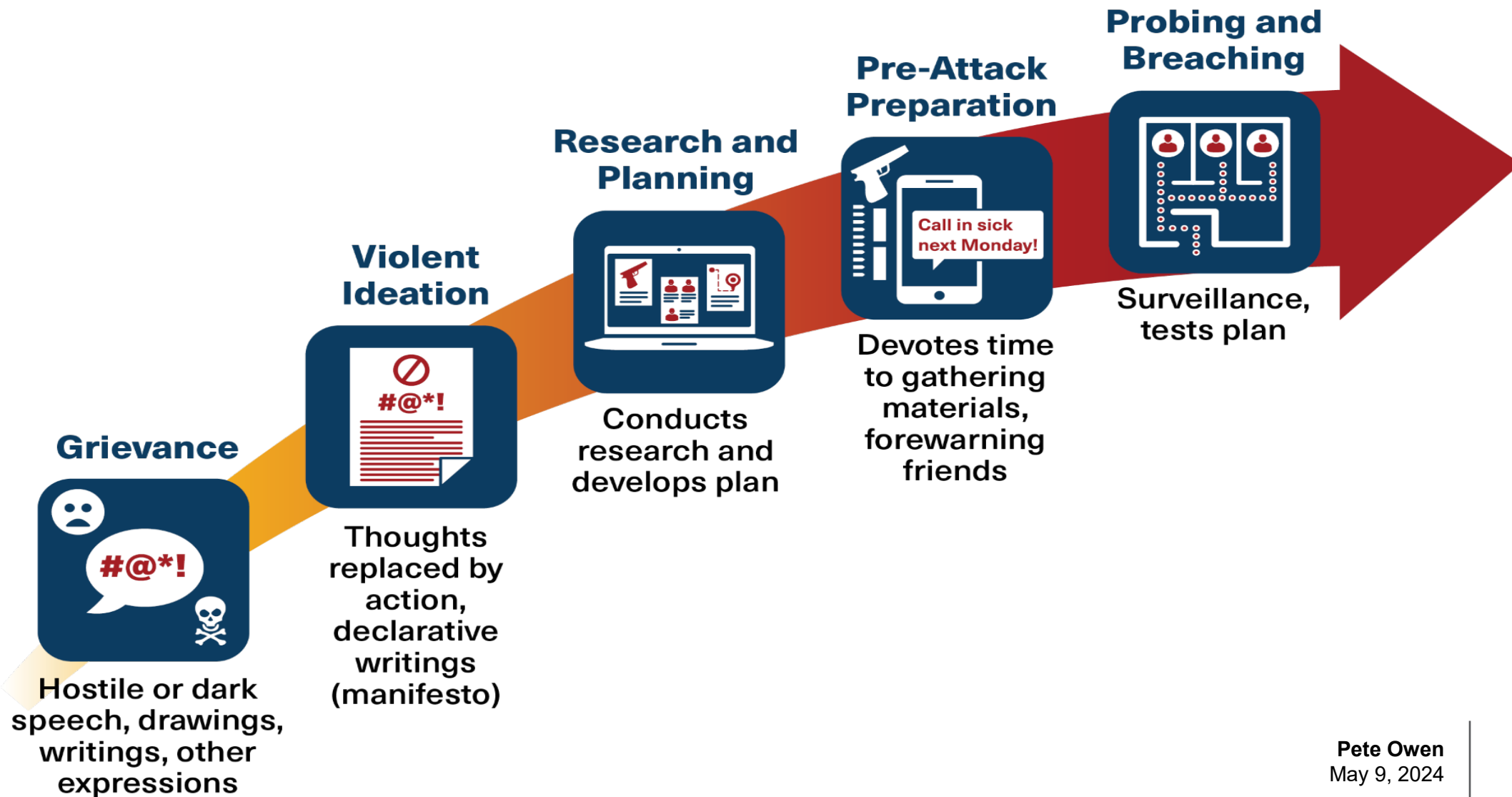
- **Train** employees to recognize behaviors on the pathway to violence.
- **Instill** a positive culture for reporting.
- **Develop** intervention capabilities.



Awareness + Action = Prevention

Pete Owen
May 9, 2024

The Pathway to Violence



Threat assessment and management team

- Multidisciplinary
- Gathers info about a person of concern or a threat
- Assesses whether the person of concern poses a threat
- Offers recommendations to reduce the risk of targeted violence and promote safety for all
 - including the person of concern



De-escalation



Verbal Communication

Instead Of:

“Calm down.”

“I can’t help you.”

“I know how you feel.”

Try:

“I can see that you are upset...”

“I want to help, what can I do?”

“I understand that you feel...”





The protection mission area

Protect our people from an active shooter incident.

- 1) Understand the role of an assessment
- 2) Understand the tasks and the purposes of physical security measures



Physical Security: Goals, Tasks and Purposes

- Your **goal**: Protect people from an active shooter.
- The **task**: what do you want each security measure to do?
- Its **purpose**: why do you want it done?
- Four purposes of security measures:
 - **Deter**
 - **Detect**
 - **Delay**
 - **Respond**



Safe rooms

- Purpose: Protect people unable to run from an active shooter
- Considerations – safe rooms should
 - Hide you from the shooter
 - Protect you from bullets
 - Have a way to lock or block the door
 - Have another way out
 - Have a way to communicate
 - Be equipped with first aid, AED, and bleeding control





The response mission area definition & objectives

Respond quickly to save lives during an incident.

- 1) Understand how to respond to an active shooter emergency
- 2) Identify actions an organization can take to help people respond to an active shooter emergency



How we can help people respond

- Make it easier for people to run, hide, and fight
- Make it easier for the police to respond



How we can make it easier for people to run, hide, or fight

- Quickly alert folks about what's happening!
 - Public address and visual alarms
 - Panic alarms (not fire alarms!)
 - Mass text
- Ensure there are ways to run out
 - And places to run to
 - Remember folks with disabilities
- Ensure there are places to hide



How we can make it easier for the police

- Quickly notify 911
 - address
 - shooter location
 - shooter description
- Talk to the police about your plan!
 - What can you expect from them?
 - What do they expect from you?
 - Ways to get in and around your facility
 - Things to watch out for





The recovery mission area

Recovering from an active shooter incident to restore individuals and the organization.

- 1) Understand risks to individuals and organizations in the aftermath of an active shooter incident
- 2) Identify actions organizations can take to recover from an active shooter incident.



The immediate aftermath

- Chaos
- Stabilizing casualties
- Securing the scene
- Accounting for everyone
- Family notification and reunification
- Public information



Law Enforcement priorities

- Clear the scene
- Facilitate rescue
- Secure the crime scene
- Investigate the incident



Accountability

- Evacuate to assembly areas
- Take charge
- Establish liaison with responders



Immediate Crisis Support

- Set up a Family Assistance Center
- Update family members
- Arrange reunification
- Assist with victim notification



Public Information

- Have a plan
- Have a spokesperson
 - And a backup
- Coordinate with law enforcement
- Have a message
- Toll-free numbers and social media



Keeping families informed is Job #1

Pete Owen
May 9, 2024

Retrieving personal belongings





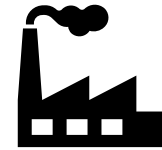
Employee Assistance

- Employee Assistance Program
- Workers' Compensation
- Victim Assistance Programs
- Counseling



Other long term recovery issues

- Reopening the facility
- Anniversaries and memorials
- Scams and fraud
- Civil and criminal judicial processes



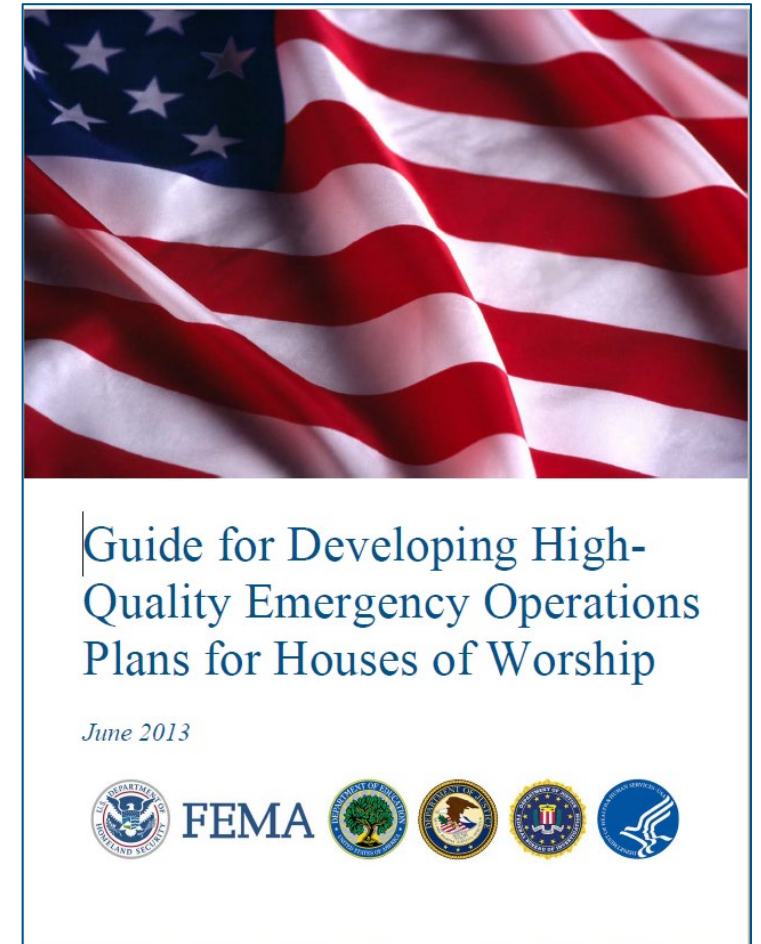
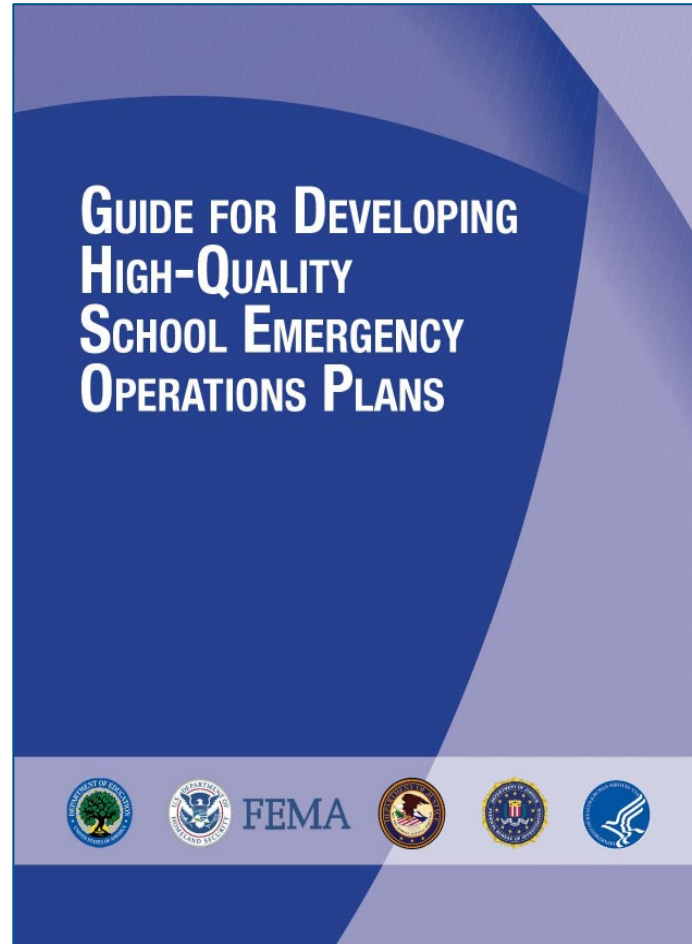
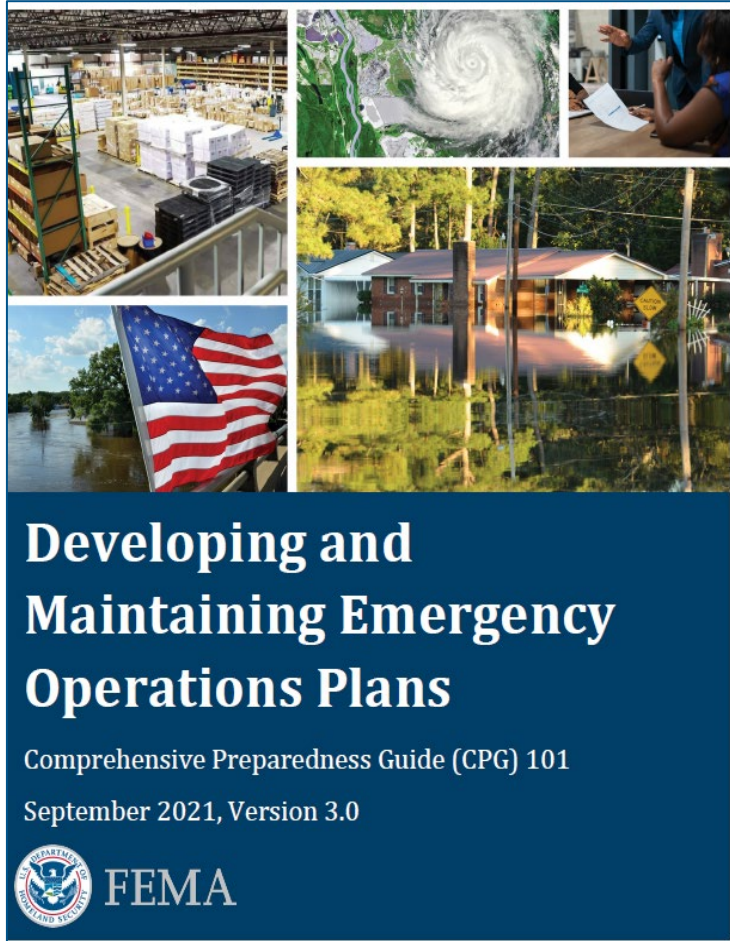


The mitigation mission area

Mitigating the loss of life by lessening the impact of an active shooter incident.

- 1) Understand the role of planning, coordinating, training, and preparing the facility in mitigation
- 2) Identify mitigation measures your organization can implement





STEP 1
Form a Collaborative Planning Team

STEP 2
Understand the Situation

STEP 3
Determine Goals and Objectives

STEP 4
Plan Development (Identifying Courses of Action)

STEP 5
Plan Preparation, Review, & Approval

STEP 6
Plan Implementation & Maintenance

Active Shooter Emergency Action Planning

- 1 - Form a Collaborative Planning Team
- 2a - Develop an Active Shooter Prevention Plan
- 2b - Conduct a Risk Assessment
- 3 - Establish Goals and Objectives
- 4 - Assess Courses of Action
- 5 - Draft Plan and Approve
- 6 - Training and Exercise



Homeland
Security

Emergency Action Plan Guide *Active Shooter Preparedness*

Purpose

The [Active Shooter Emergency Action Plan Video](#) is a virtual learning tool that describes the fundamental concepts of developing an Emergency Action Plan (EAP) for an active shooter scenario. This instructive video guides organizations through important considerations of EAP development utilizing the first-hand perspectives of active shooter survivors, first responders, and other subject matter experts who share their unique insights.

Organizations are encouraged to use this guide as a medium to document the *initial steps* toward creating an Active Shooter preparedness plan. This guide *is not* meant to replace your organization's Emergency Action Plan. Rather, it is a tool that begins the EAP development process.

Pre-Planning Recommendations and Suggested Training

- ✓ Does your organization have an emergency action plan? If so, review your organization's policy or process for creating the plan. Determine if an active shooter preparedness plan can fit into your organization's overarching plan which may already include a plan for fire evacuation, severe weather, and bomb threats.
- ✓ Obtain a copy of the Federal Emergency Management Agency's (FEMA) Comprehensive Preparedness Guide (CPG) 101 "[Developing and Maintaining Emergency Operations Plan](#)" and review the six step planning process.
- ✓ Explore the [Department of Homeland Security's Active Shooter Preparedness Website](#) to better understand the active shooter threat.
- ✓ View the [Options for Consideration Video](#) to recognize possible actions to take if confronted with an active shooter scenario.
- ✓ Download and review the [Active Shooter Preparedness Workshop Series](#) presentations. This six module series contains additional information, instructor notes, and videos that supports the Active Shooter Emergency Action Plan process. The *Planning Steps (1-6)* below will correlate to the Training Modules (1-6) in the presentation slides. *Example: Module 2 will assist with completing Planning Step 2a and 2b.*

How to Use This Guide

Step 1 – Review the pre-planning recommendations and suggested training.

Step 2 – Allot *at least 2-hours* to complete the Active Shooter Emergency Action Plan video.

Step 3 – Watch the EAP video.

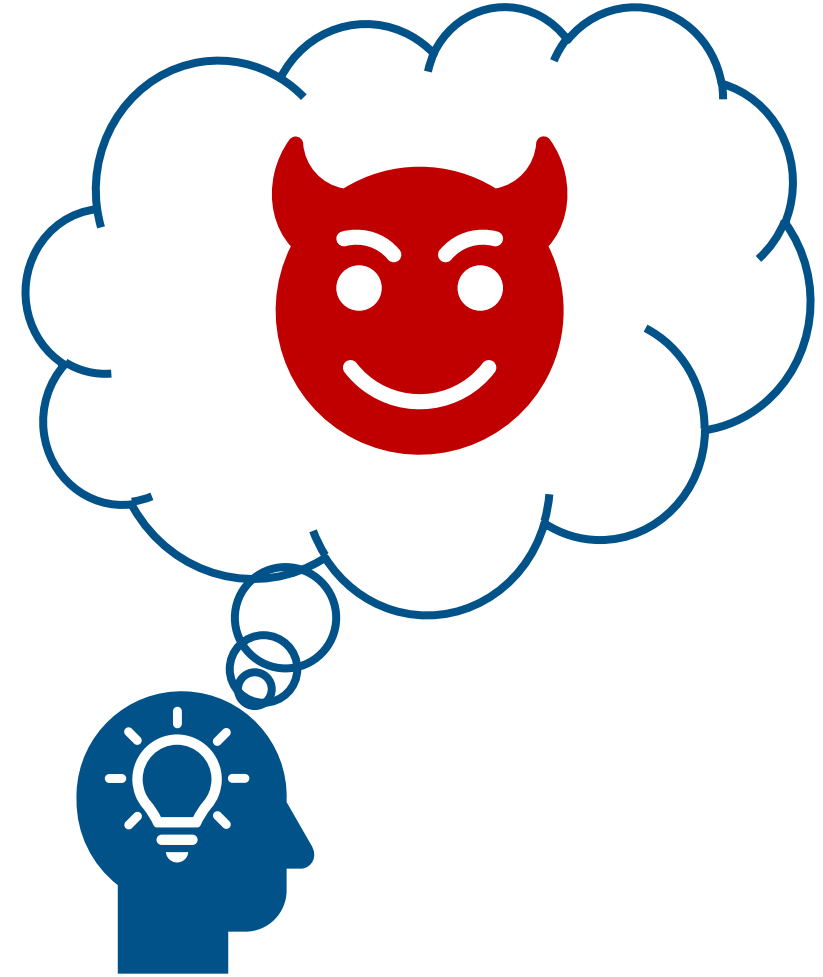
Step 4 – Complete *Planning Steps 1-6*. Use the fillable space to document the initial steps required to begin developing the organization's Emergency Action Plan. *Note: The Planning Steps contain information derived from the EAP video and other online resources to help inform the planning process.*

Step 5 – Begin drafting the organization's Active Shooter Emergency Action Plan. Refer to the EAP Guide and resources listed in *Pre-Planning Recommendations and Suggested Training* as required.

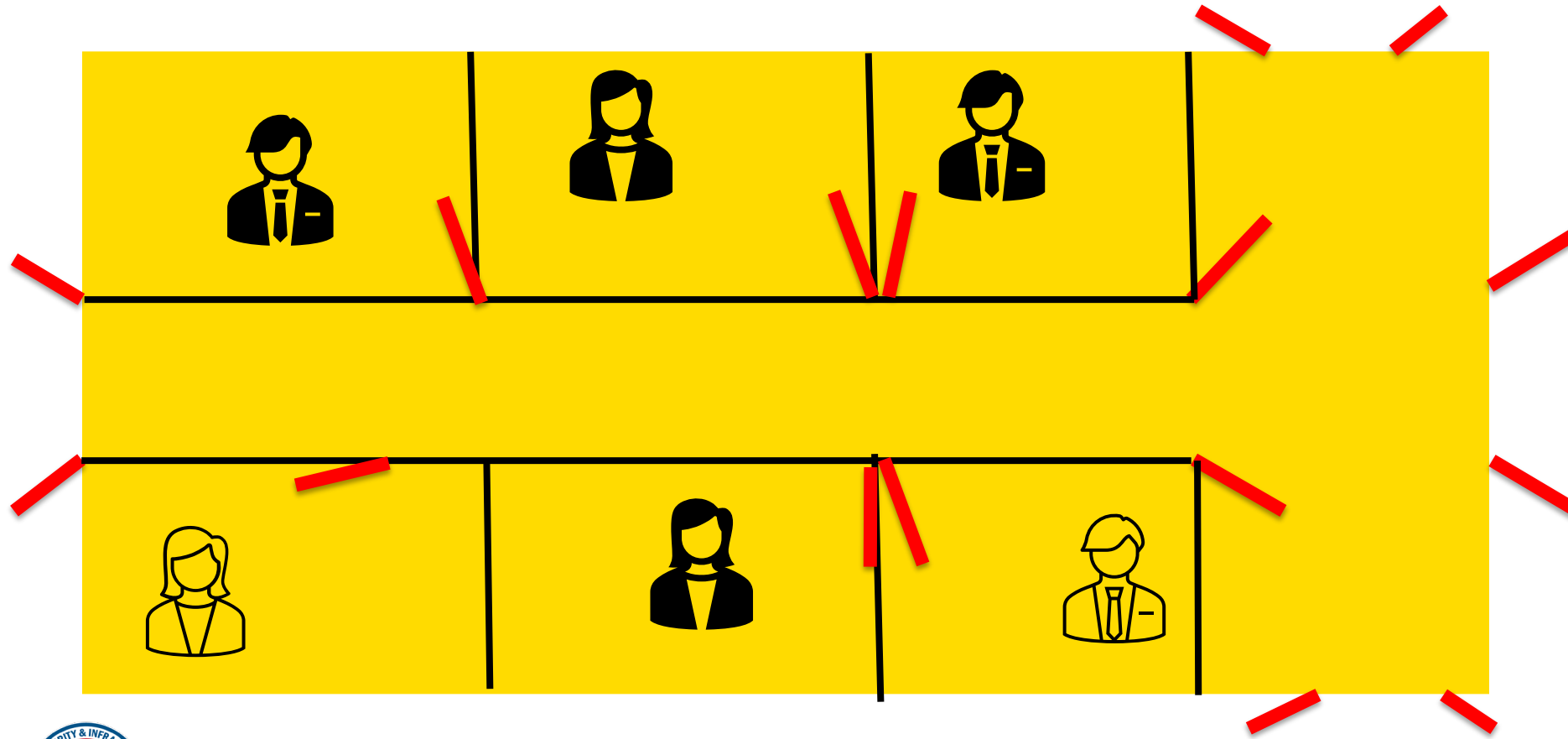
Need Help? Contact the DHS Active Shooter Preparedness team at ASworkshop@hq.dhs.gov

Example: Goal #2 (During): Protect everyone from injury during an attack.

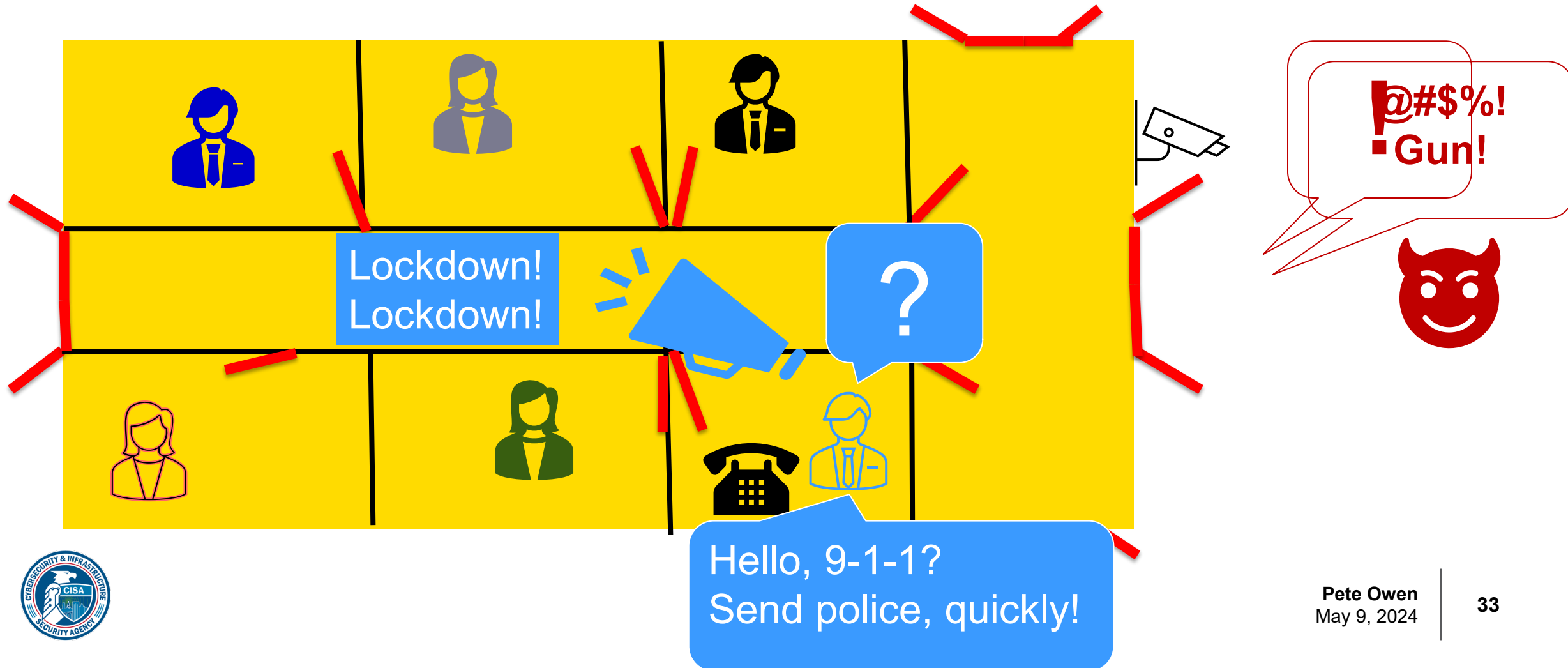
- Think up a scenario
 - ***A bad guy arrives at the door during business hours....***
- Review your goal – this is the outcome you want
- Brainstorm ways to achieve your goal
- Include your whole planning team



Example - Goal #3 (During): Respond effectively to minimize casualties



Course of action example - Goal #3 (During): Respond effectively to minimize casualties



Resources CISA and other agencies provide



CISA Active Shooter Preparedness webpage



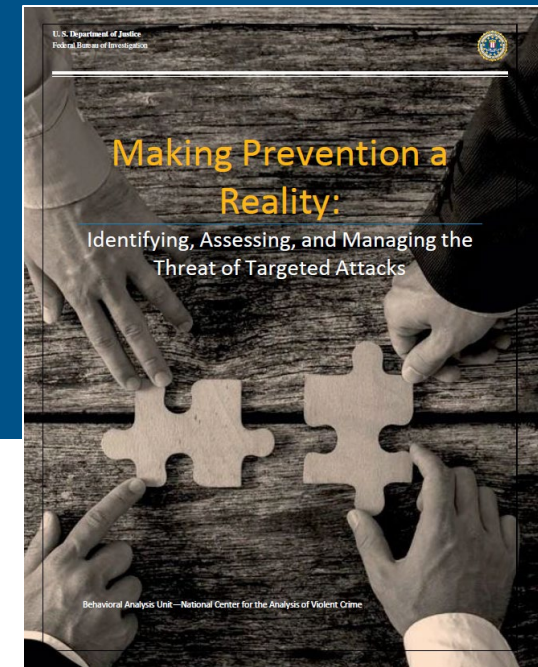
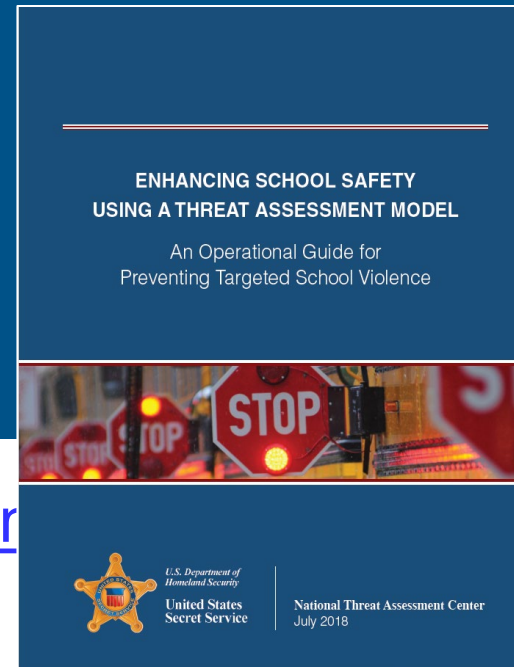
- Training
- Videos
- Planning resources

[Active Shooter Preparedness | Cybersecurity and Infrastructure Security Agency CISA](#)



How to get started with threat assessment and management

- Secret Service [National Threat Assessment Center \(secretservice.gov\)](https://secretservice.gov)
- FBI Behavioral Analysis Unit, [Making Prevention a Reality: Identifying, Assessing, and Managing the Threat of Targeted Attacks — FBI](#)
- County threat assessment management teams
- [National Threat Evaluation and Reporting Program Office | Homeland Security \(dhs.gov\)](#)
- Master Trainer Program



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Pete Owen
May 9, 2024



Employee Vigilance Through the Power of Hello



Promotes employee vigilance



Alert personnel can spot suspicious activity and report it



Used effectively, the right words can be a powerful tool.



OBSERVE

Be vigilant of your surroundings



INITIATE A HELLO

Acknowledging a risk can deter a potential threat



NAVIGATE THE RISK

Determine if observed behavior is threatening or suspicious



OBTAIN HELP

Obtain help from management or authorities

The OHNO approach – **Observe, Initiate a Hello, Navigate the Risk, and Obtain Help** – helps employees observe their surroundings, evaluate suspicious behavior, mitigate risk, and obtain help.



<https://www.cisa.gov/topics/physical-security/non-confrontational-techniques/power-hello>

Pete Owen
May 9, 2024

CISA security surveys and assessments



- Detailed security and resilience assessments
- Security walk throughs for smaller buildings
- Campus wide assessments
- Regional resilience studies
- 360-degree video captures
- Cyber security assessments



All hands - videos

- Easy
- Quick
- Effective
- No record
- No Q&A



FEMA Independent Study Online Courses

- IS 906 - Workplace Security Awareness
- IS 907 - Active Shooter: What You Can Do
- IS 914 - Surveillance Awareness: What You Can Do
- IS 915 - Protecting Critical Infrastructure Against Insider Threat



<https://training.fema.gov/is/>



Active shooter preparedness workshops

- Eight-hour, in-person workshop to help organizations prepare for active shooter incidents.
- 14 May – Rochester
- 20 June – Liverpool
- 15 August – Niagara University
- Monthly two-hour webinars
- Email peter.owen@hq.dhs.gov for more information.



Instructor-led training

- By law enforcement preferred
- Tailored to your site
- Opportunity for Q&A
- Can be challenging to schedule



Drills and exercises

- Tabletop exercises (TTX)
- Drills
- Functional exercises
- Full-scale exercises

[CISA Tabletop Exercise Packages | CISA](#)



[Insert Picture of Your Facility]

Chemical Sector Active Shooter Tabletop Exercise Situation Manual

[Insert Date]

[Insert Caveat]

This Situation Manual (SitMan) provides exercise participants with all the necessary tools for their roles in the exercise. Some exercise material is intended for the exclusive use of exercise planners, facilitators, and evaluators, but players may view other materials that are necessary to their performance. All exercise participants may view the SitMan.

Photo Courtesy of [insert source]

CISA Active Shooter Emergency Action Plan Product Suite

Emergency Action Plan: Active Shooter

Local law enforcement requires the following information when responding to an active shooter event.

A first responder "Go-Bag" is a ready resource that assists law enforcement with navigating a facility. The "Go-Bag" is located at:

The "Go-Bag" contains the following items. It will be inventoried regularly and updated as required.

Communications Management

Providing consistent and accurate information to authorities, employees, family and the media can reduce the impact of an active shooter scenario on an organization and its people. The following are responsible for communicating the organization's message internally and externally.

	Position/Office	Name	Phone Number	E-mail
P				
A				
A				
A				

Homeland Security

Emergency Action Plan Guide
Active Shooter Preparedness

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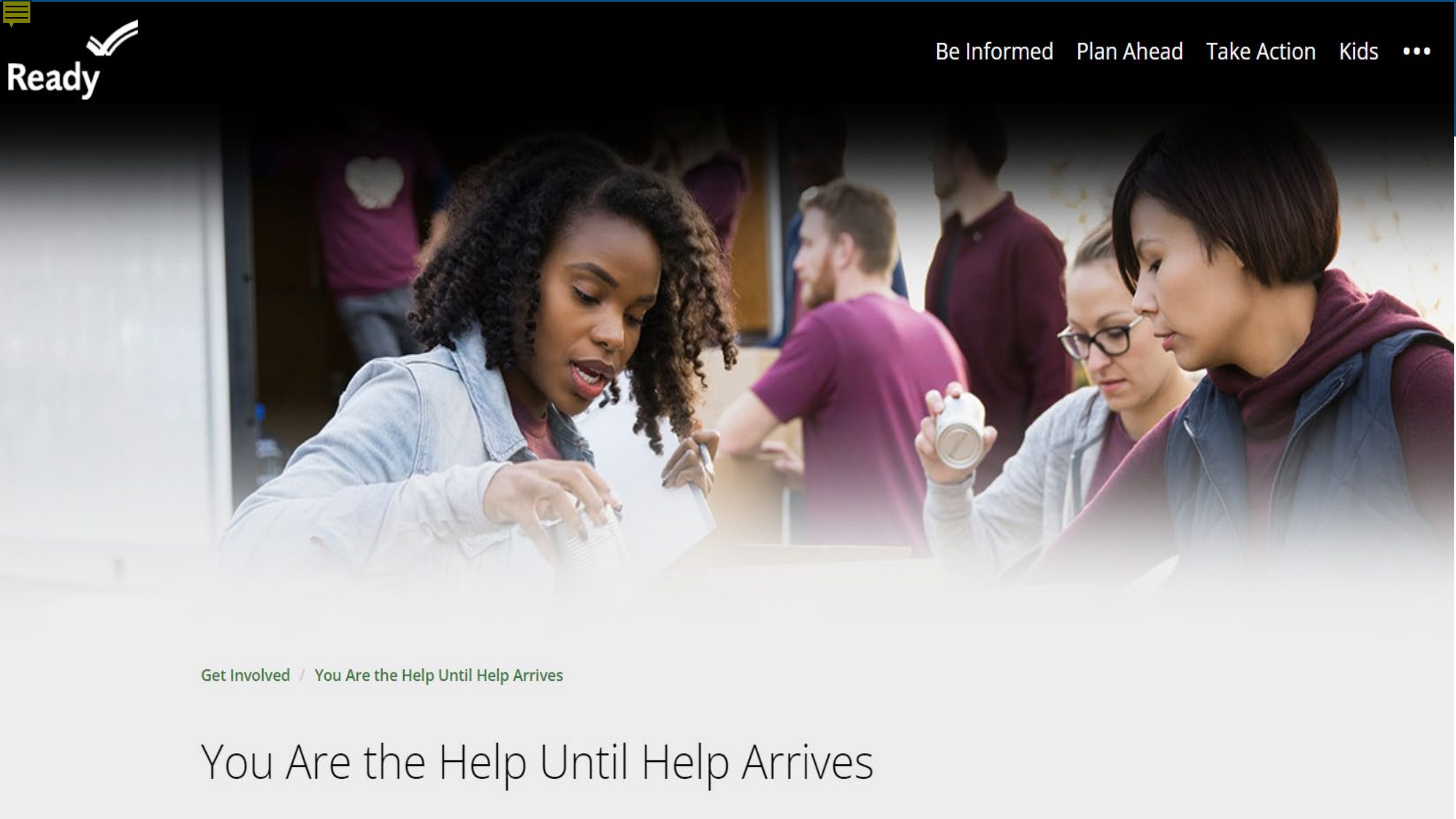
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Active Shooter Emergency Action Plan Product Suite | CISA

Pete Owen
May 9, 2024



Get Involved / You Are the Help Until Help Arrives

You Are the Help Until Help Arrives

Business Continuity Planning



- Sustain essential business functions
- Maintain communication
- Protect information, records, and IT systems
- Ensure employee safety

Ready Business. **Business Continuity Plan**

Company Name _____
Address _____

Telephone _____
Last Revision Date _____

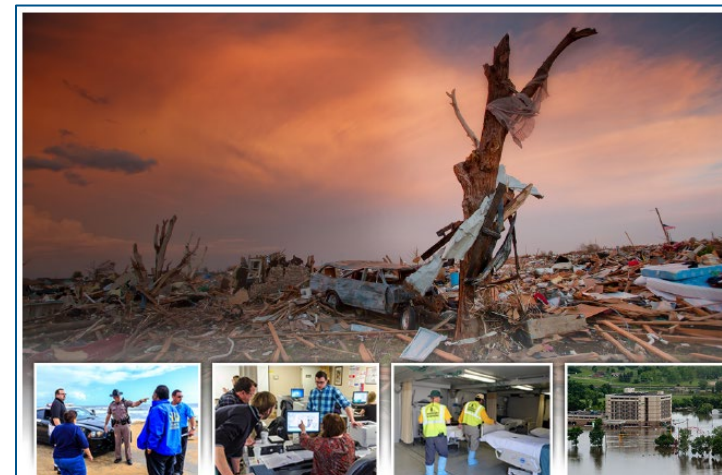
Program Administration
Define the scope, objectives, and assumptions of the business continuity plan.

Business Continuity Organization
Define the roles and responsibilities for team members.
Identify the lines of authority, succession of management, and delegation of authority.
Address interaction with external organizations including contractors and vendors.

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graph TD; Management[Management] --> BCTL[Business Continuity Team Leader]; BCTL -.-> ERT[Emergency Response Team]; BCTL --> IT[Information Technology]; BCTL --> PRT[Production Recovery Team]; BCTL --> ST[Support Team]; IT --> NS[Network/Servers]; IT --> DL[Desktops/Laptops]; IT --> AD[Applications Data Restoration]; PRT --> P1[Process 1]; PRT --> P2[Process 2]; PRT --> P3[Process 3]; PRT --> P4[Process 4]; PRT --> P5[Process 5]; ST --> CSS[Sales & Customer Service]; ST --> HR[Human Resources]; ST --> FAP[Finance Accounting/Purchasing]; ST --> FE[Facilities/Engineering]; ST --> Legal[Legal];
```

Figure 1. Example Business Continuity Team Organization Chart

<http://www.ready.gov/business>



Continuity Plan Template and Instructions for Non-Federal Entities and Community-Based Organizations

[Department/Agency/Organization Name]

[Month Day, Year]

[Department/Agency/Organization Name]

[Street Address]

[City, State Zip Code]

[Department/Agency/Organization Symbol/Logo]

August 2018



CISA What to Do: Bomb Threat webpage

- Video
- Checklist
- Planning guidance
- Training

[What to Do:
Bomb Threat
Video | CISA](#)



Questions?





For more information:
www.cisa.gov

Questions?
Email: peter.owen@hq.dhs.gov
Phone: (619) 733-9262