An Overview and Awareness for an Active Shooter on Campus and Preincident Indicators
Training Objectives

• Learn some of the various indicators of violence
• Define various shooting situations
• List measures that can be employed to reduce the effectiveness of an active shooter
• Describe actions that can be expected from responding law enforcement
• Safety Tips
History of School Shootings

• Hostage and Shooting incidents are not new, but they are on the rise
• From 1991 to the shooting at Virginia Tech in April 2007, there have been 10 shootings on or near campuses in the United States. Since the Virginia Tech shooting up to the December 2012 shooting at Sandy Hook Elementary school there have been 61.
• The most known:
  – Columbine High School in April 1999
  – West Nickel Mines Amish School in October 2006
  – Virginia Tech in April 2007
  – Northern Illinois University in February 2008
  – Sandy Hook Elementary School in December 2012
The New Faces of Evil
Motives

- 24% motivated by desire for attention or recognition
- 27% motivated by suicide or desperation
- 34% motivated by attempt to solve a problem
- 54% had multiple motives
- 61% motivated by revenge
- 75% felt bullied/persecuted or threatened by others

Source: US Secret Service
Statistics

- 27% of attackers exhibited interest in violent movies
- 37% of attackers exhibited interest in violence in their own writings, poems, essays and journal entries
- 59% of attacks occurred during the school day
- 63% of attackers had a known history of weapon use
- 68% acquired the weapon used from their own home or relative
- 93% of attackers engaged in some behavior prior to the attack that caused others to be concerned
- 95% of attackers were current students
- Odds are one in 1 million that a student will die at school as a result of a violent act

Source US Secret Service
Profile of Past Shooters

- 1. Male
- 2. Age 14-20
- 3. Troubled Home Life
- 4. Mental Health Problems
- 5. Psychotropic Drugs
- 6. Bullied by Others
- 7. Poor Academic Performance
- 8. Social Fringe/Rejected by Peers
- 9. Suspension/Graduation Timeframe
- 10. Frequent Anger/Rage
View Violence as a Process

• Do not treat it as an event.

• Act in the early stages; it escalates over time.

• Control interactive factors; the process is dynamic.
Target Selection is Predictable & Purposeful

- Criminals choose targets/situations that offer:
  - maximum control
  - maximum reward
  - minimal risk
  - minimal effort
- Violence has purpose to the aggressor
  - form of communication
  - power for the powerless/insignificant
  - tool of last resort/no perceived alternative
  - means to secure justice
Recognize Pre-Incident Indicators: Criminal Tactics that:

- **Bait**
  - Establish premature relationships
  - Use flattery & charm
  - Provide unsolicited favors

- **Confuse/Distract**
  - Flood with excessive details
  - Using unsolicited promises
  - Putting targets on the defensive

- **Control**
  - Isolate the target from guardians
  - Verbal abuse
  - Intimidations/displays of anger
Posing a Threat: Recognizing Behavioral Warning Signs

(Look for several indicators)

- Used violence in past
- Displays evidence of planning & preparation
- Tells third parties of future violence
- Stalked target in past
- Attempted/talk of suicide
- Recently secured weapons
- Frequently angry/aggressive/confrontational
- Hurts animals/destroys target’s property
- Sees injustice, no alternatives to violence
- Engages in bullying/controlling/intimidation/manipulative behaviors
Stranger Danger?: Reduce Your Risk

• Be alert to strangeness, not strangers
• Do not trust unsolicited promises
• Plan now on how to respond to an attack
• Accept that criminals dress & look normal
• Report threats, suspicious behaviors
• Look to escape their control
• Know who can help; ask for help
• Be direct/clear/decisive/firm
• Stay connected to others
• Be selective in giving out personal info
• Choose help; do not be chosen
Points to Remember

• There is not a “profile” of a school shooter, instead the individuals who carried out the attacks differed from one another in different ways
• School shootings are rarely impulsive acts
• They are typically thought out and planned in advance
• Prior to most school shootings others may have known the shooting was going to occur but failed to notify anyone
• Very few of the attackers ever directed a threat to their targets before the attack
• The most common goal was retribution.
• Many of the shooters experienced a significant personal loss in the months leading up to the attack, such as a death, breakup or divorce in the family
Types of Shooting Situations
Barricaded Suspect

• Normally a criminal suspect with known or unknown violent potential that has barricaded themselves alone in a structure and refuse to surrender

• Ample time for detailed planning and negotiations

• Person(s) are normally armed and there is potential for a change to an active shooter or hostage situation
Hostage Situation

- Similar to barricaded suspect(s) situation with the addition of innocent persons being held against their will
- Provide time for detailed planning and negotiations
- Hostage situations can develop from an active shooter situation or have great potential to develop into them
Active Shooter

- One or more suspect(s) who, as police respond to the scene, are actively killing and/or causing serious, life threatening bodily injury to multiple victims. The main object of the suspect(s) appears to be that of mass murder, rather than other criminal conduct such as robbery or hostage taking.
- Threat is not contained and there is immediate risk of death and injury
- Considered the greatest threat on campuses
- Leaves little or no time for proper planning and requires law enforcement to take immediate action
- These situations can develop into hostage situations upon arrival of law enforcement
Mentality of an Active Shooter

• Desire is to kill and seriously injure without concern for their safety or threat of capture
• Accepts targets of opportunity while searching for or after finding any intended victims
• Will continue to move through building/area until stopped by law enforcement, suicide, or other intervention
• Shooters mentality is not escape. Goal is to kill and injure
Active Shooter – In Class or Office

• If you are in a classroom, room, or office STAY THERE, and secure the door
• If the door has no lock attempt to block the door as much as you can or place a door wedge hard under the doorway
• If the door has a window, cover it if you can and close the blinds on any external windows; in any event, stay away from all doors and external windows
• Turn off the lights and silence your phones
• Attempt to rescue others outside should only be made if it can be done without endangering the persons inside the secure area
• IF IT IS SAFE TO DO SO, have someone watch while you get as many students out of the windows (ground floor) as calmly and as quietly as possible
• Have those who get out move toward any police unit while keeping hands on top of their heads and doing exactly what the Police tell them to do
• If no police units are yet on scene move well away from the school and find safe cover positions (not the parking lots) and wait for the police to arrive
• If you are unable to exit through a window, get out of sight from the door and windows and stay low and quiet
• Keep others calm and quiet
Active Shooter – In the Hallways

- Get in a room that is not already secured and secure it
- Unless you’re close to an exit, don’t run through a long hall to get to one, you may encounter the gunmen or hostage taker.
- Don’t hide in restrooms
Active Shooter – In Large Rooms

• If in a gym or theater area, you should secure and barricade all doors, close all lights and get out of sight.
• If the gunmen or hostage taker(s) are not present, move to and out the external exits and move toward any police unit.
• If you exit the room, again, keeping your hands on your heads. Do what the police tell you!
Trapped with Shooter

- Don’t do anything to provoke shooter
- If they are not shooting, do what they say and don’t move suddenly
- Only you can draw the line on what you should or should not do to preserve your life or the lives of others
- If shooting starts, you need to make your own choice, stay still and hope they don’t shoot you, run for an exit by zig zaging, or attack the shooter
  - This is not a recommendation to fight but rather a choice to of flight or fight where there are no other options
Contacting Emergency Personnel

- Emergency 911
- FDU Public Safety 201 692-2222
- What to Report
  - Your specific location
  - Number of people at your specific location
  - Injuries
  - Assailant information (location, number of assailants, race, gender, clothing color and style, physical features, type of weapons, backpack, have you heard any explosions separate from gunshots?)
Public Safety Role

• If an incident occurs on campus, FDU Public Safety Officers will notify local law enforcement and Public Safety officers will respond to block and monitor areas around the building or area involved and await arrival of local law enforcement.

• FDU Public Safety officers will not enter any area where there is an active shooter as they are not armed.

• FDU Public Safety will assist the responding law enforcement officers and try to assist any individuals who have escaped the building.
Law Enforcement Response

- Outside law enforcement agencies will respond and take charge of the situation.
- Responding law enforcement officers' primary objective will be to confront the suspect(s) and neutralize the threat.
- Law enforcement's goal is to locate, contain, and stop the shooter.
- Everyone in the building will be considered a suspect.
- When the team of officers makes contact with you, do not run towards them.
- Keep your hands visible and respond to their commands.
- Officers will engage with fire, anyone that is armed or moves on them in what can be perceived an aggressive manner.
- If you are near the suspects when officers make entry, the best thing to do is drop as low as you can and stay there, with your hands visible until the team commands you to get up.
Law Enforcement Response (continue)

• Injured Persons
  – Initial responding officers will **not** treat the injured or begin evacuation until the threat is neutralized
  – You will need to explain this to others in an attempt to calm them
  – Once shooter is contained, officers will begin treatment and evacuation

• Evacuation
  – Safety corridors will be established. This may be time consuming
  – Remain in secure areas until instructed otherwise
  – You may be searched. Leave your personal belongings
  – You will be escorted out of the building by law enforcement personnel
Safety Tips

• Whether you are coming to class or working on campus, take ownership of making sure your location is safe
• Be aware of your surroundings (e.g. location of exits, doorways, etc...)
• Report suspicious persons to FDU Public Safety immediately
• Program FDU Public Safety dispatch number (201) 692-2222 in your cell phone
• Be aware of the location of campus emergency phones
• Make sure you have registered with the FDU Alert Notification system as this will be one of the main ways you will receive information on what to do. In these incidents, a “Lockdown” will be ordered by local law enforcement and you should remain where you are until the all clear is given
Campus Resources

• The Campus has two teams that work to identify problems or concerns:

• The Behavior Intervention Team (BIT) is a collaborative, interdisciplinary committee of University representatives that meets regularly to discuss students exhibiting behaviors indicative of high risk.

• The Metropolitan Campus Positive Environment Resource Team (PERT) is dedicated to providing a positive and safe environment on campus for all community members that focuses on freedom from interpersonal and behavioral threat and harm. The work of the PERT is comprised of proactive assessment, education, and policy recommendations in all areas that contribute to the creation of a positive environment.
Behavior Intervention Team (BIT) Members

- Michelle Heins, Dean of Students Ext. 2190
- Vidal Lopez, Assistant Dean of Students Ext 2190
- Childerick Barthelus, Assistant Dean of Students Ext. 2190
- Alice Mills, Co-Director of Student Counseling and Psychological Services Ext. 2174
- David Mednick, Co-Director of Student Counseling and Psychological Services Ext. 2174
- Ann Mahan, Director of Student Health Services Ext. 2437
- Ruben Flores, Director of Residence Life Ext. 2250
- Cathy Liggett, Athletic Trainer Ext. 2171
- David Miles, Director of Public Safety Ext. 2227
Positive Environment Resource Team (PERT) Members

- Craig Mourton – Assistant Campus Provost Ext. 2477
- Rose D’Ambrosio – Associate Vice President of Human Resources Ext. 2706
- Gail Lemaire – University Risk Manager Ext. 7083
- Dr. Jim Kenny – Professor of Criminal Justice Ext. 2461
- Michelle Heins – Dean of Students Ext. 2190
- Deb Solfaro – Senior Associate Director of Athletics Ext. 2255
- David Miles – Director of Public Safety Ext. 2227
Final Thoughts

• It is difficult to predict the origin of the next threat

• Assailants in some recent incidents across the country were not students or employees

• There are no obvious specific targets and the victims were unaware they were targets, until attacked
Resources

• [http://www.dhs.gov/active-shooter-preparedness](http://www.dhs.gov/active-shooter-preparedness)
• You Tube: Live Shooter Drill at Holy Name Medical Center
Questions/Comments

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Contact Information:

Director David Miles
201 692-2227
dmiles@fdu.edu

Dr. Jim Kenny
201 692-2461
kenny@fdu.edu