



Active Shooter / Assailant The Risk – The Response

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www.mcmanis-monsalve.com **Defy risk.**

Overview

- Incidents Canada / United States
- Response(s)
- Analysis, Diagnostics & Planning
- Risk Mitigation, Recovery, COOP
- Key Lessons

Definition of Active Shooter

"an individual(s) actively engaged in killing or attempting to kill people in a confined and populated area; in most cases, **active shooters** use firearm[s] and there is no pattern or method to their selection of victims."

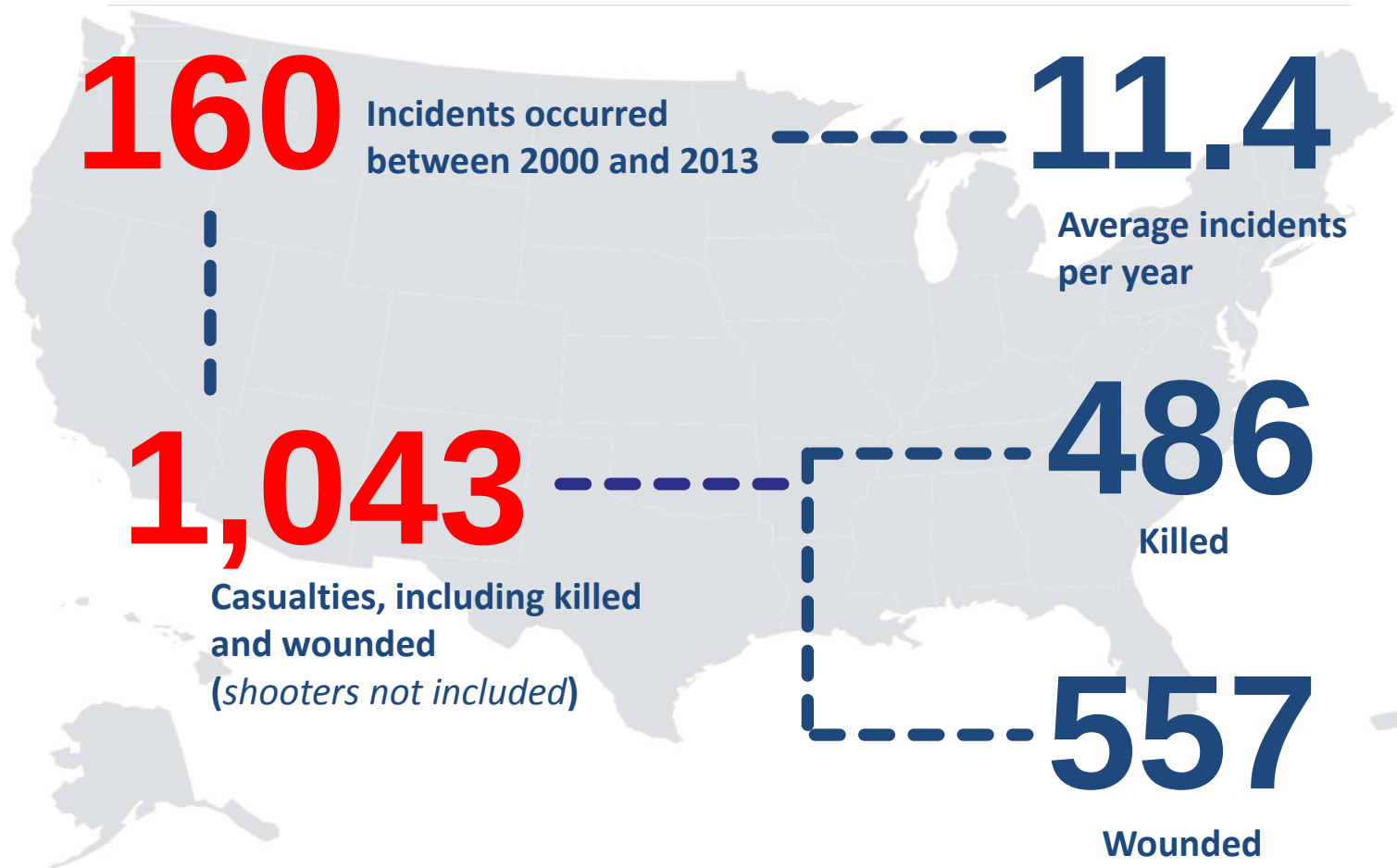
Definition of Active Assailant

“An armed individual who has used deadly force on other persons and continues to do so while having unrestricted access to additional victims”

U.S. Active Shooter Incidents (2006-2013)



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Source: FBI Study of Active Shooter Incidents in the United States Between 2000 and 2013

U.S. Active Shooter Events (2006-2013)

160 incidents:

- 44 ended < 5 minutes
 - 23 ended < 2 minutes
 - 64 were considered mass shootings
 - 107 ended before police arrived
 - 90 ended by the shooter
- Where have the majority of these Educational and commercial events occurred in settings.**

Incidents in Canada (1989-2015)



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- December 6, 1989 Ecole Polytechnique, Montreal, PQ – 14 dead, 14 wounded
- April 6, 1999 OC Transpo, Ottawa, ON – 6 dead
- September 13, 2006 Dawson College, Montreal, PQ – 2 dead, 19 wounded
- February 28th, 2014 Loblaws Warehouse, Edmonton, AB – 2 dead, 4 wounded (stabbing)
- June 4th, 2014 Moncton, NB – 5 RCMP members shot, 3 dead, 2 wounded
- *July 7th, 2015 Halifax, NS – Two arrested for planning attack on Halifax Shopping Mall
- *September 2nd, 2015 Dalhousie University Halifax, NS – One student arrested for plotting to kill 20 colleagues and staff at the university.

Response(s)



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Police and civilian responses have adapted and changed based on previous incidents

Response - Civilian

- **Shelter-in-place** is primarily used for natural disasters, e.g. hurricanes, tornadoes and earthquakes
- **Hide-in-Place** was predominant planning response for active shooter/assailant events.
- **Run-Hide-Fight** has evolved based on outcomes and data of previous events



Response - Police



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- Original focus of police training at that time was: **contain, secure the perimeter and wait for SWAT.**
- Police focus is now on two primary goals:
 - **Stop the killing**
 - **Stop the dying**
- Police will actively engage shooter/assailant as a response.
- Police **will not** stop to render assistance until the threat has been dealt with.

Response - Challenges



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Recent Exercise:

- Large complex 1700 – 2000 people on site
- Personnel include employees, vendors, contractors, students, visitors, researchers/scientists
- Multiple locations with employees travelling back and forth between site, on-site daycare facility
- Sensitive equipment/information/systems/materials
- Armed guard force (Contractor)
- Unsecured access to facility grounds



Response - Challenges

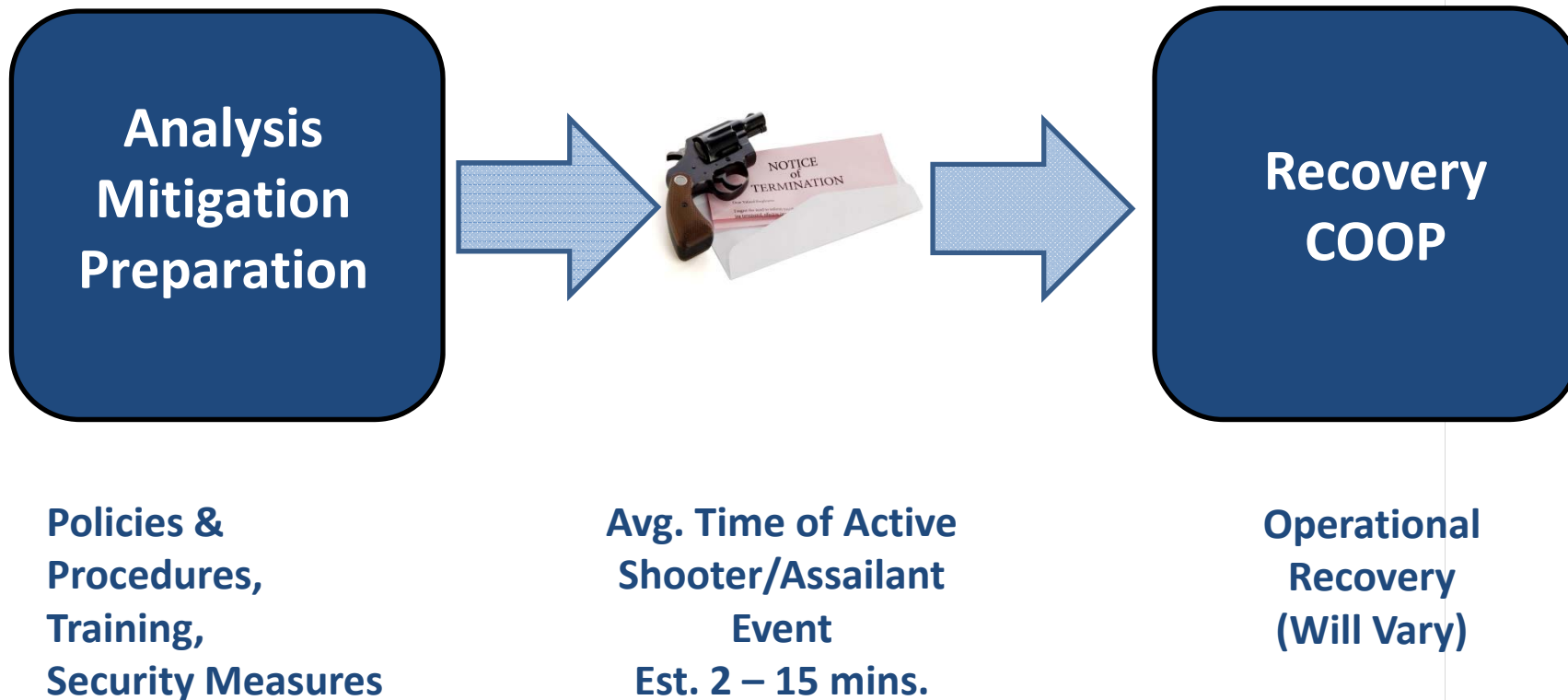


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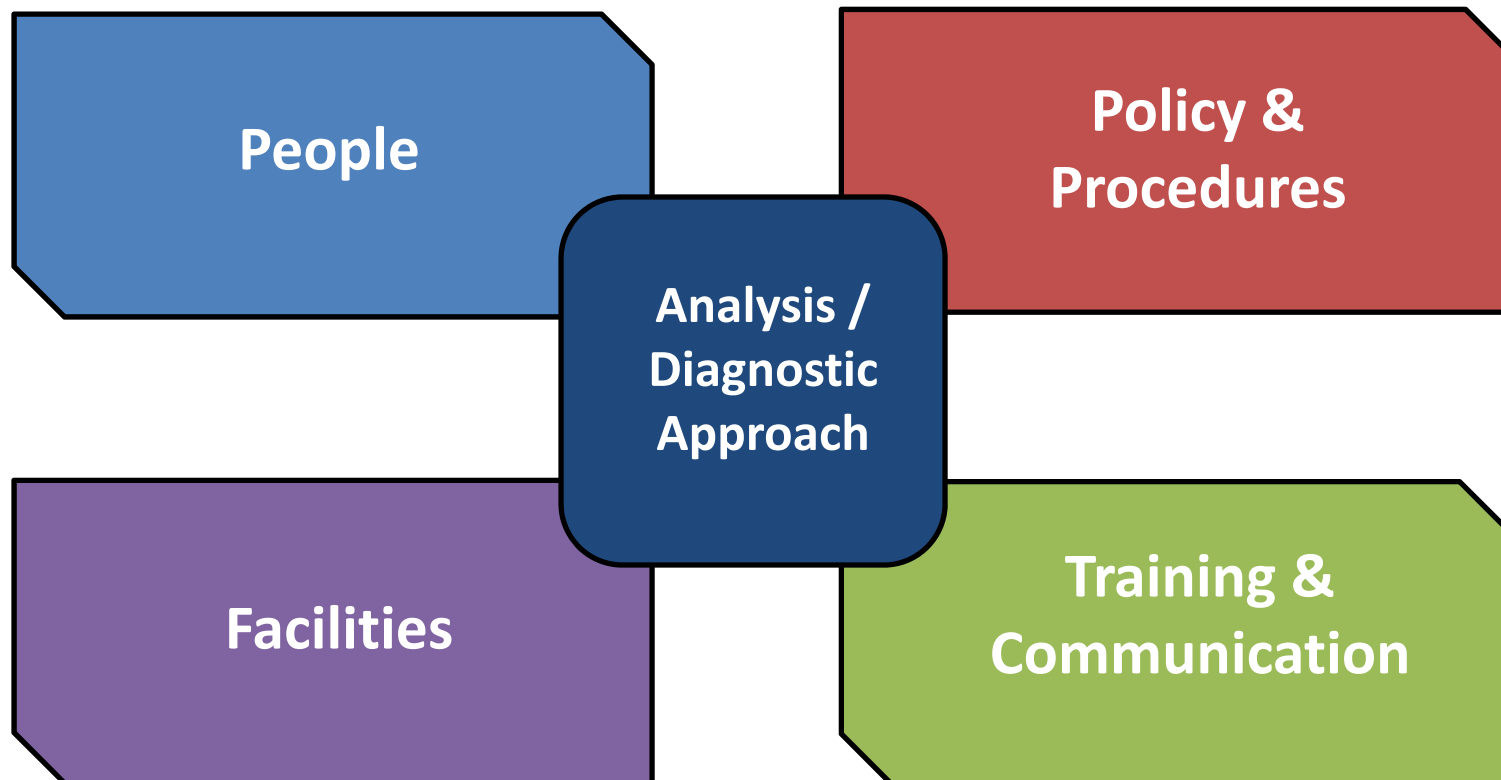
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Response - Organizational



Analysis, Diagnostics & Planning

Taking an analytical and diagnostic approach to assessing organizational readiness, resilience and planning.



Behavioral Indicators



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- Changes in normal behavior
- Anger problems
- Change in appearance / Personal hygiene
- Personal problems (financial, marital, health)
- Talking about violence
- Suicide or Homicidal ideation
- Stalking / Infatuation / Harassment
- Non-compliance and disciplinary problems
- Strange and aberrant behavior (Bully-like)

Behavioral Indicators (cont'd)

- Paranoia
- Violence and cruelty
- Acting out / Inappropriate responses
- Police contact
- Mental health history related to being dangerous
- Expressionless face (1000 yard stare)
- Interest in police/military/terrorism activities and materials
- Use of alcohol/drugs

Risk Mitigation / Recovery & COOP Activities



After an event, your facility / workplace will be a crime scene affecting operations.

- Establish back-up facilities. Incident area will be a crime scene for an extended period of time.
- HR capability to address employee loss, new recruitment, and loss in productivity.
- Employee/Family assistance
- Crisis communications (e.g. internal/external)

Key Lessons

- Active shooter / assailant events are sudden, violent, and can occur anytime, anyplace.
- Assess your environment / Remain vigilant
- Have clear policies and procedures
- Have a plan (develop, implement, train)
- Adopting a survival mindset (If/then vs. when/then)
- Communicate, Communicate, Communicate

Remember

YOU ARE NOT HELPLESS!!

Resources



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- Canadian Centre for Occupational Health & Safety
<http://www.ccohs.ca>
- Canadian Red Cross: <http://www.redcross.ca>
- Workplace Safety & Prevention Services:
<http://www.wsps.ca/Home.aspx>
- Ontario Ministry of Labour:
<http://www.labour.gov.on.ca/english/hs/index.php>
- Alberta Ministry of Jobs, Skills, Training & Labour
<http://work.alberta.ca/occupational-health-safety.html>

Thank-you

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