

# Personal & Work Place Violence Awareness Discussion: *The Active Shooter*

## **Surviving in the Face of Failure!**

Trooper Walter Crider  
Michigan State Police-Metro Post  
14350 W. Ten Mile Road  
Oak Park, MI 48237  
248.584.5740  
[criderw@michigan.gov](mailto:criderw@michigan.gov)

# Surviving in the Face of Failure

## Purpose of our discussion

- Heighten one's awareness of violence
- Give a brief overview into the scope of the problem
- Provide possible solutions to potentially dangerous situations

# Course of our Discussion


- Brief discussion regarding violence
- Suggestions for maintaining personal safety
- Dynamics of the Active shooter
- Responding to an Active shooter
- Hands-on information, instruction, and demonstration

# The Facts

How often does workplace violence occur?

- According to the U.S. Department of Labor murder was the second leading cause of death in the workplace in 1996, accounting for 15% of all workplace deaths.
- 1 million individuals became victims of violent crime while working.
- Work place violence is the #1 cause of death for females, and #2 cause of death for males.

## (5) General Types of Work Place Violence

- Random Violence
  - Instrumental Violence
  - Expressive Violence
  - Unmet Needs
  - Criminal Violence
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# The Active Shooter

**An active shooter** is an individual killing or attempting to kill people in a confined and populated area.

## **Historical Note**

*The first acknowledge incident:*

*Texas Tower incident August 1, 1966*

*Austin, TX on a college campus*

*15 dead, 31 wounded*

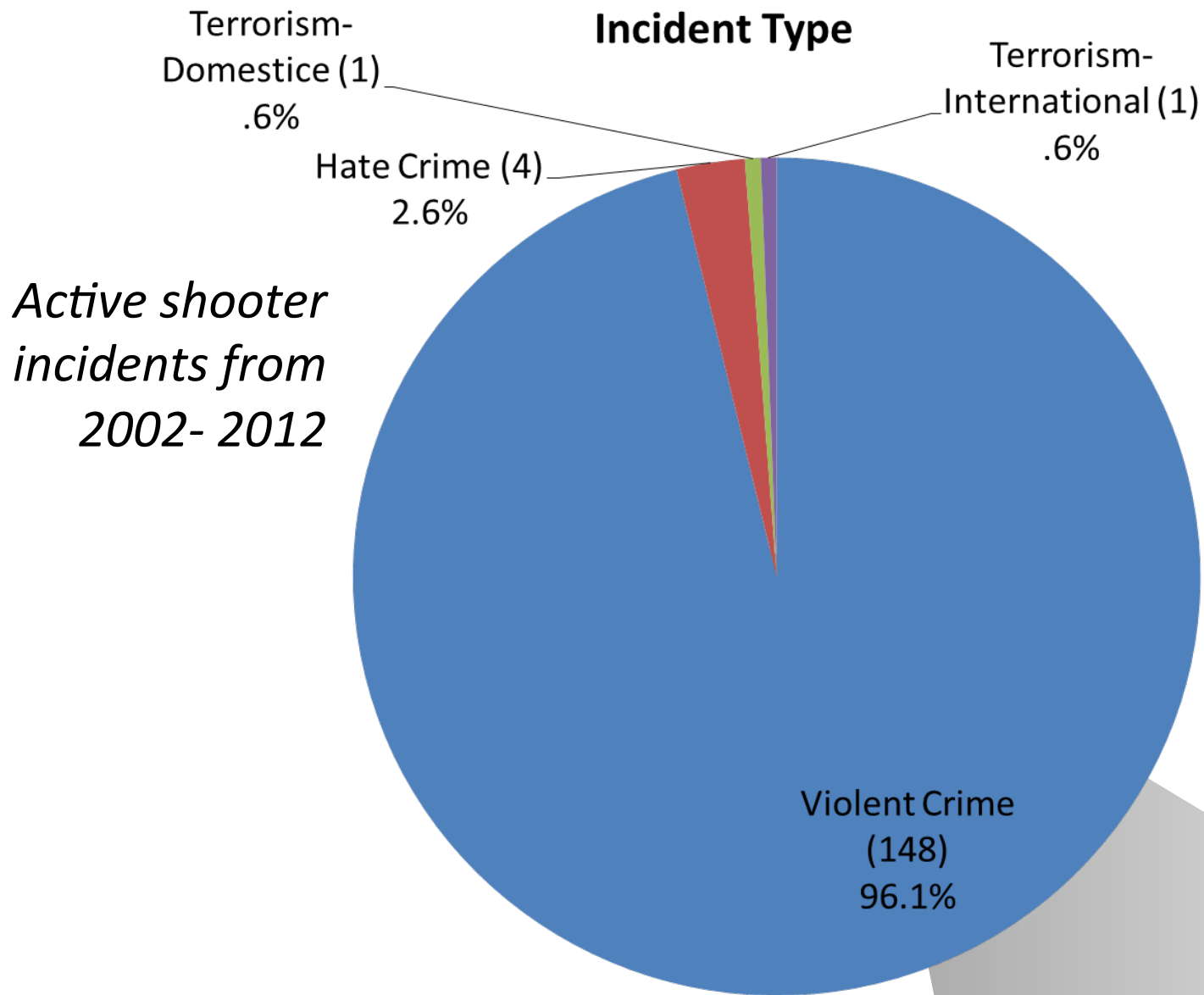
# The Active Shooter

- Situations are unpredictable and,
- Evolve quickly
- The immediate deployment of law enforcement is required
- Active shooters usually will continue to move throughout building until stopped by law enforcement, suicide, or other **Intervention!**

# **Active Shooters in the US, 2002 - 2012**

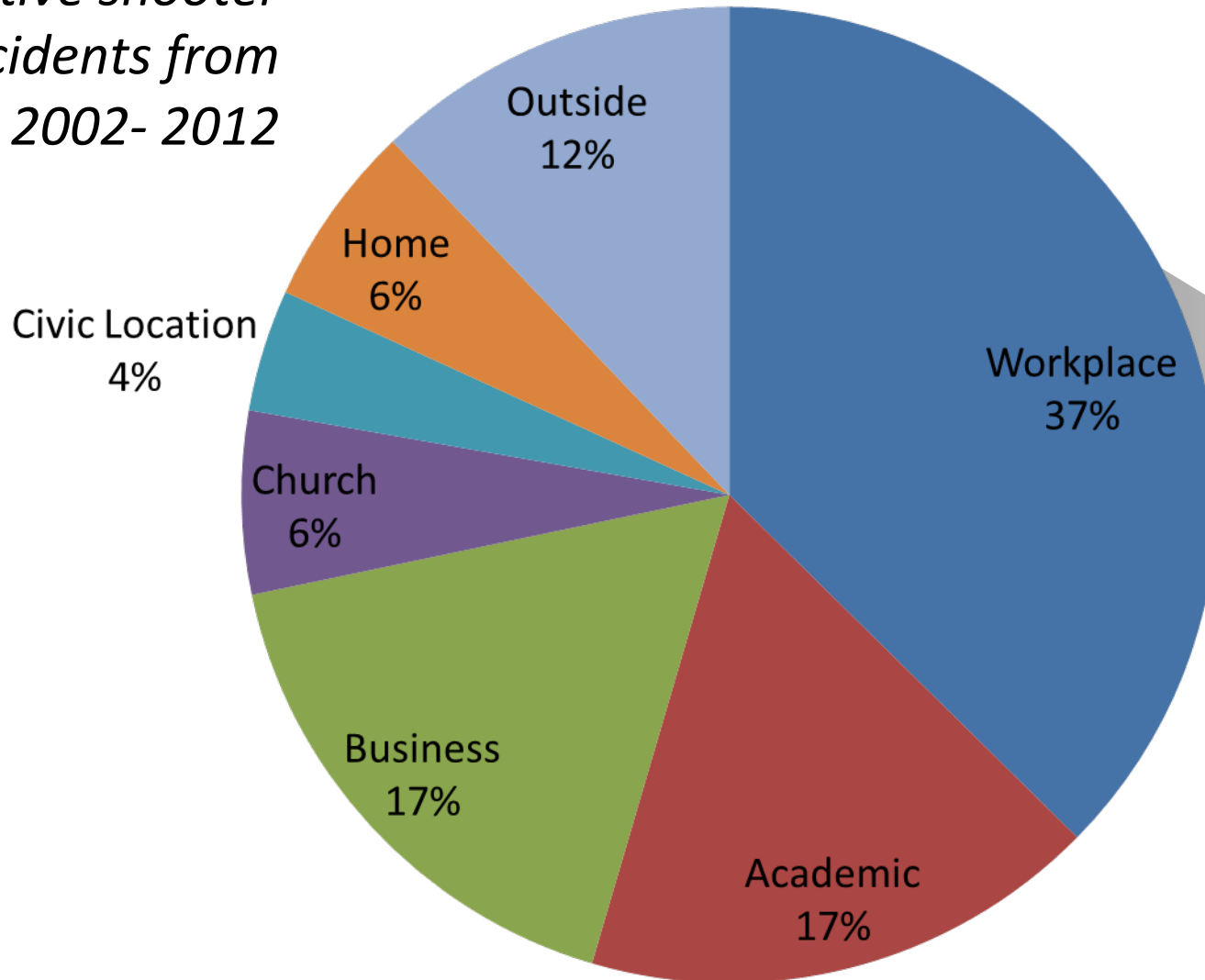
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Violent Crimes/Crimes Against Children Intelligence Unit Rev. 12/21/2012



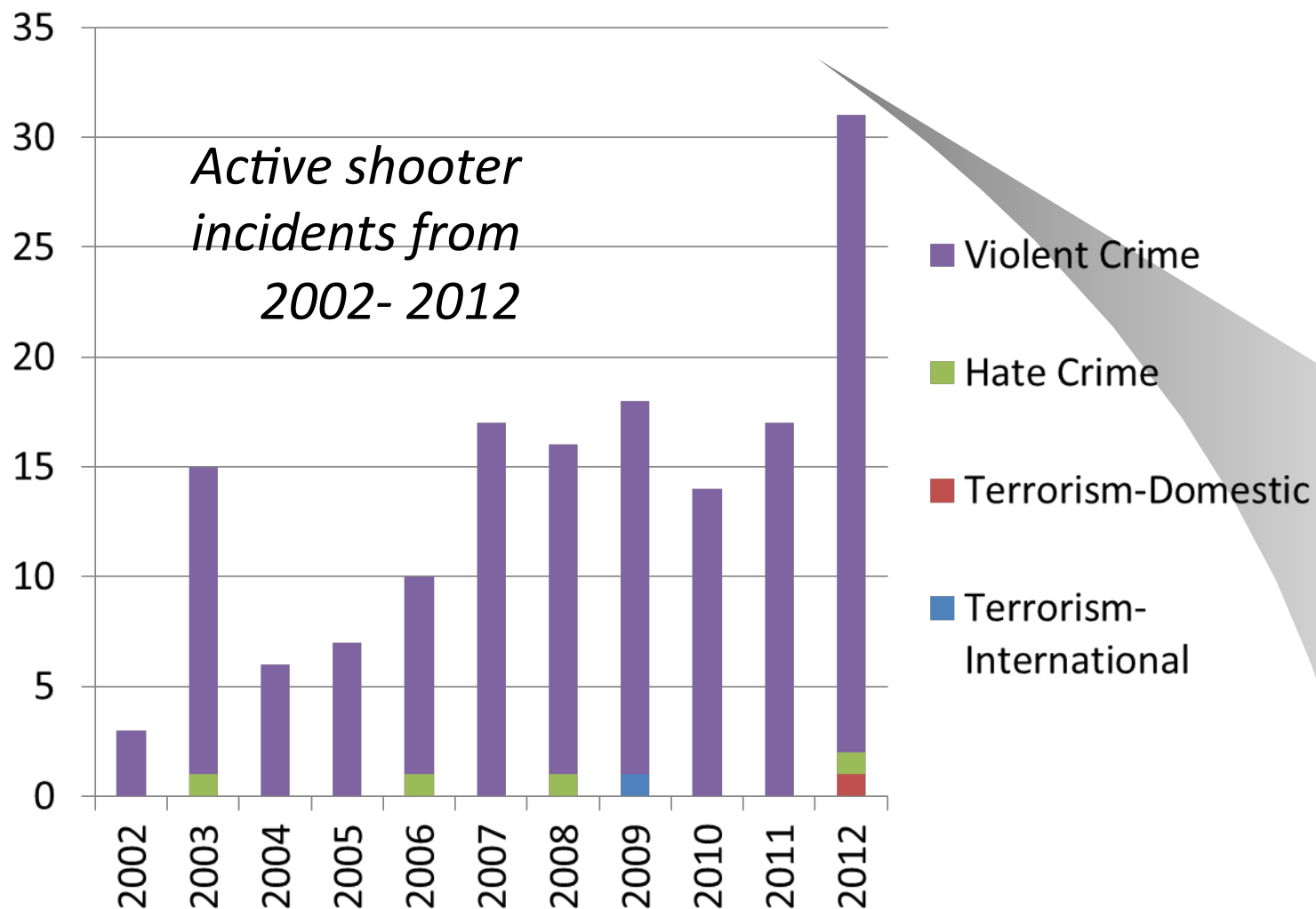


## Incident Location

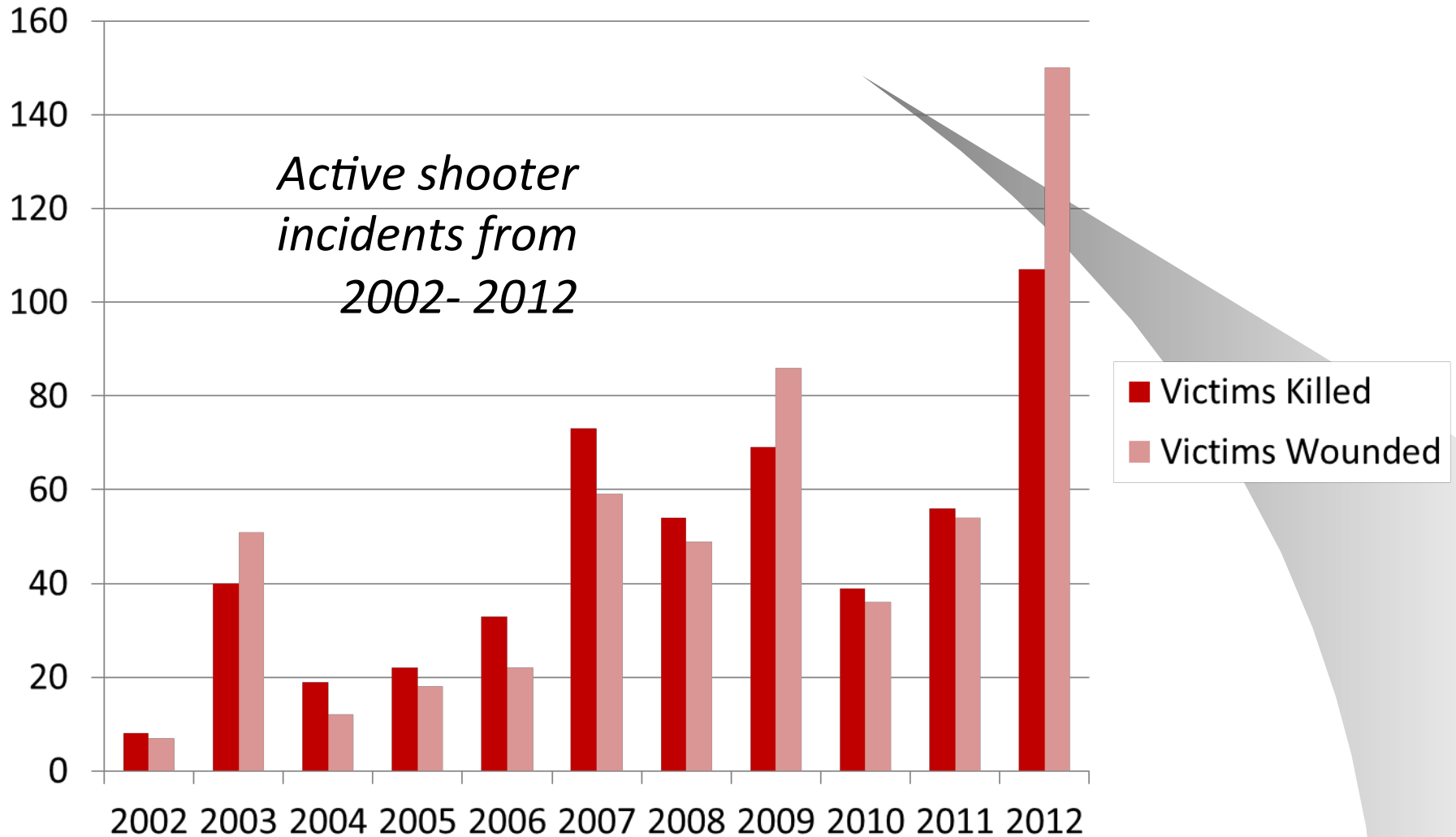
*Active shooter  
incidents from  
2002- 2012*



## Annual Totals of Incident Types



## Active Shooter Victims



# What are the Solutions

- The incident of work place violence and the growing phenomenon of the Active Shooter scenario must be addressed both **Individually** and **Corporately**.

# Personal Protection

- It's Every one's responsibility to be their own Body Guard.
- The mind set of survival is *“no one is coming to rescue me...my life is in my hands.”*

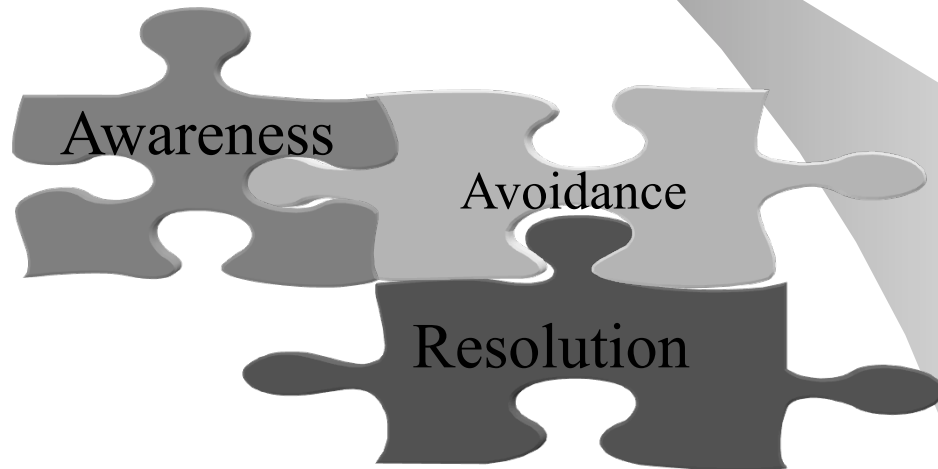
# No One is Coming!



# The Basics

All security situations consist of (3) components

- Awareness
- Avoidance
- Resolution



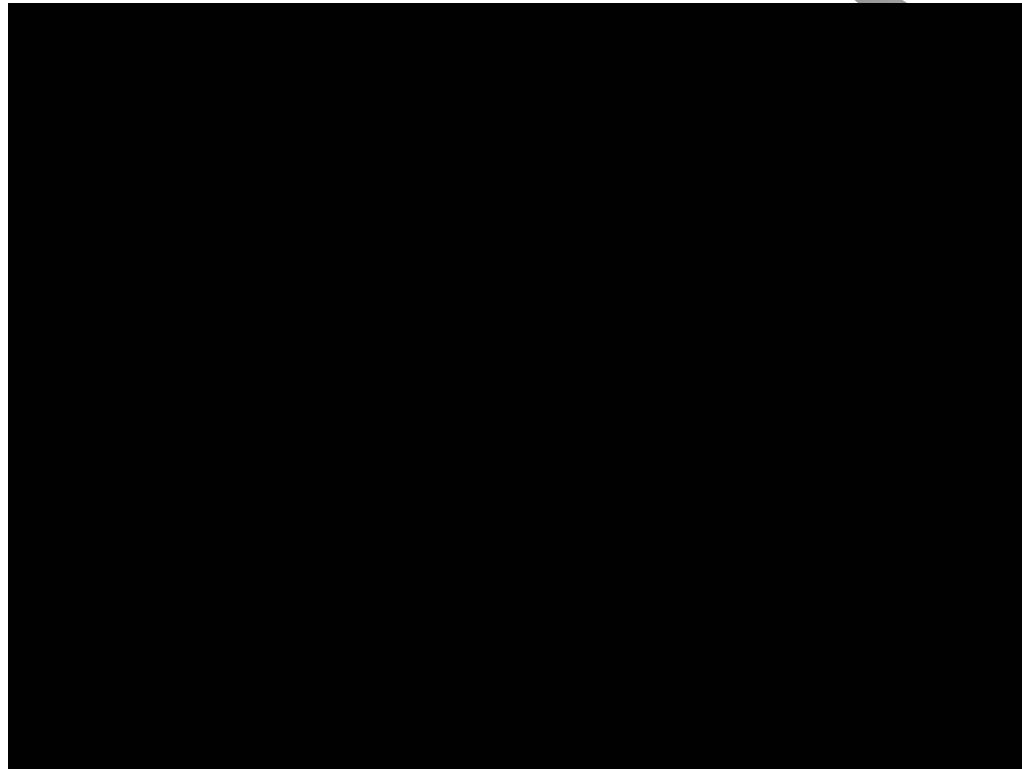


Awareness Components;  
Begins with Awareness of the problem

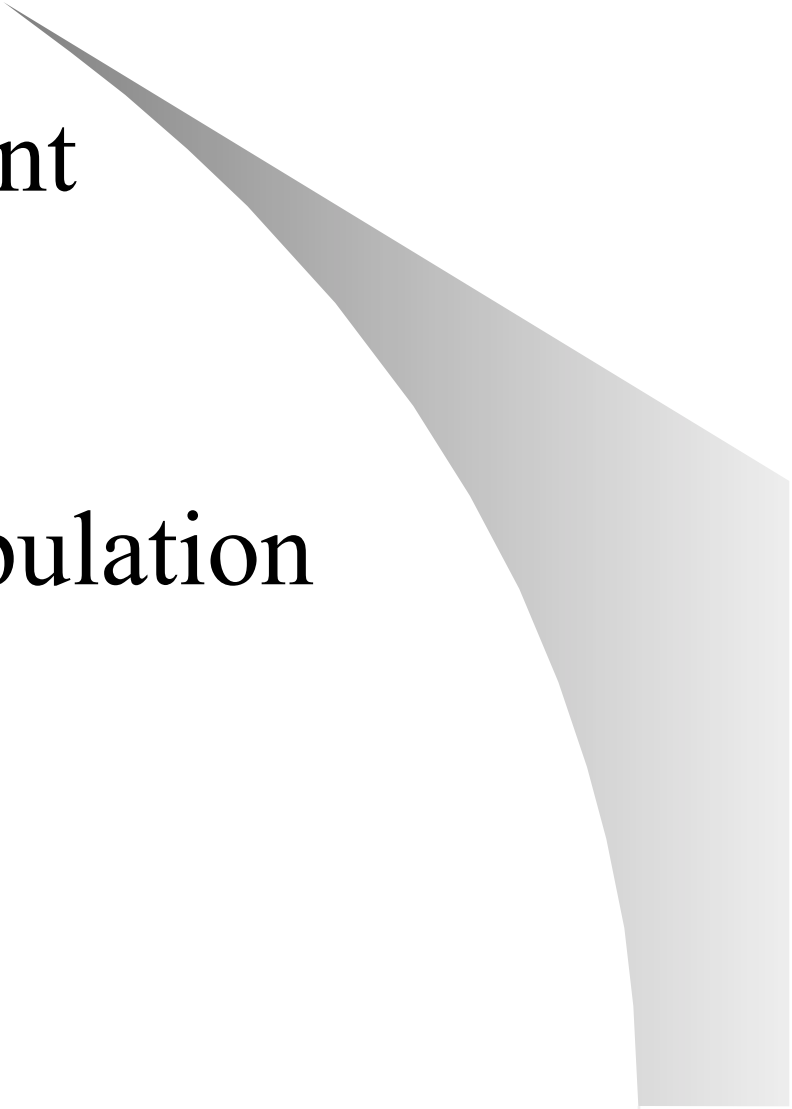
# AWARNESS is the Foundation

- Self: Capability and capacity assessment
- Environment: Physical lay out, ect.
- Enemy
- Intuition: “The Gut Knows!”

# The Gut Knows



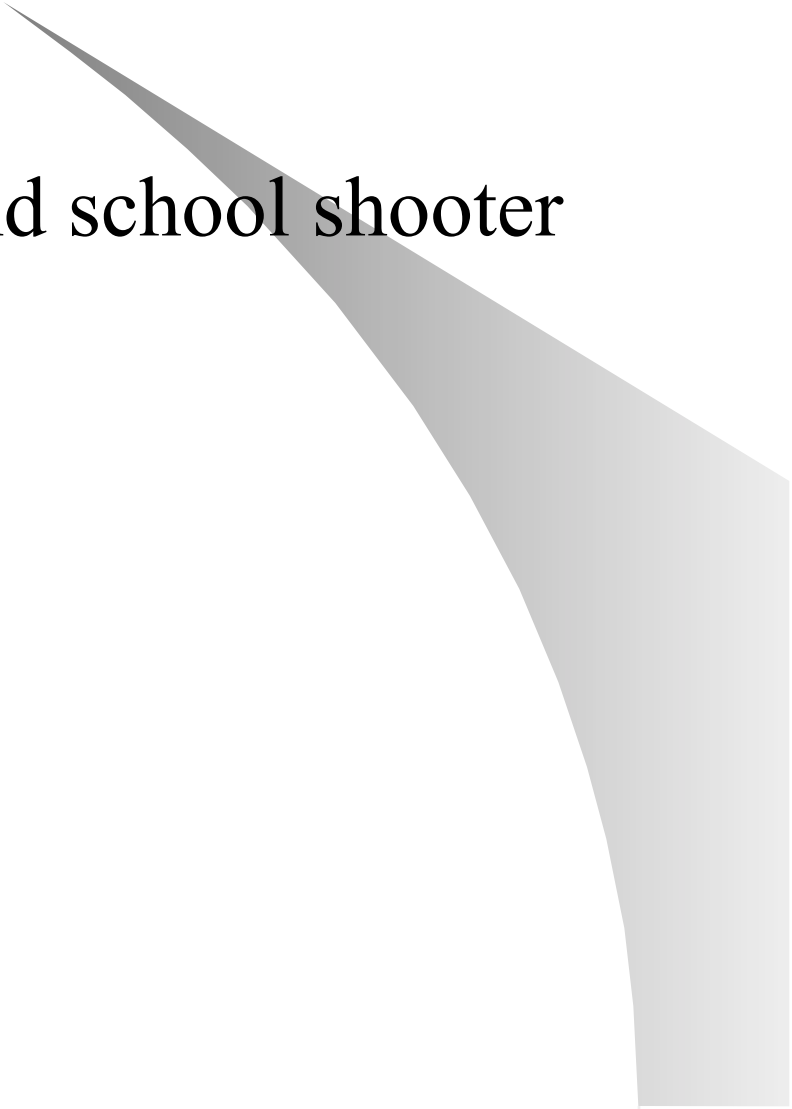
# Avoidance

- Physical displacement
  - Inaccessibility
  - Psychological manipulation
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# Resolution

- Seek Legal intervention
- Solution or compromise
- Implement personal threat response

# Types of Active Shooters

- A. Work-place related and school shooter
  - B. Criminal terrorist
  - C. Ideological terrorist
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# Work-related/school shooter

- Concerned about current and specific problems; ie., job termination, conflict with others, financial issues, divorce, ect
- The shooter believes that violence will solve the problem
- Target fixated; persons or company/school assets are specially targeted

# Work-related/school shooter





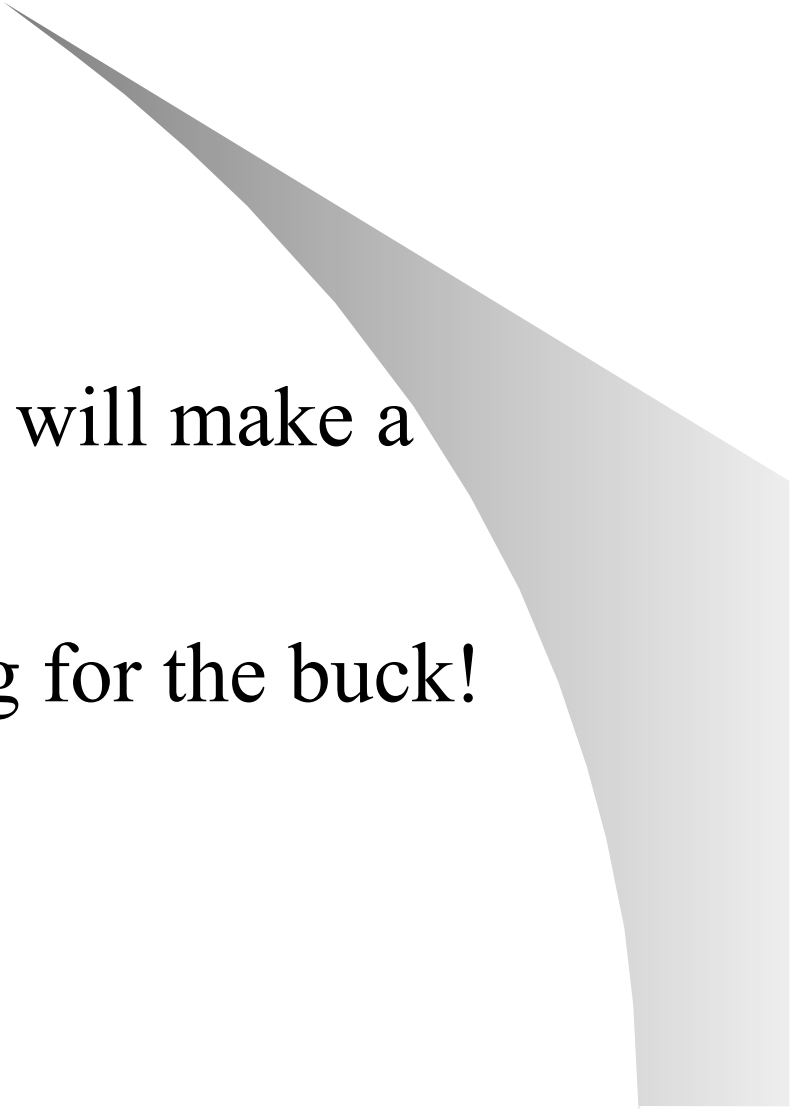
# Criminal Terrorist

- Non-specific targets
- Fixated on causing mass casualties
- Some planning is involved
- Extensive mental rehearsal in the actual killing event
- Mental illness may be obvious

# Criminal Terrorist



# Ideological Terrorist

- Man on a mission
  - Rebel with a cause
  - Believes that their actions will make a difference
  - Looking for the most bang for the buck!
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# Ideological terrorist

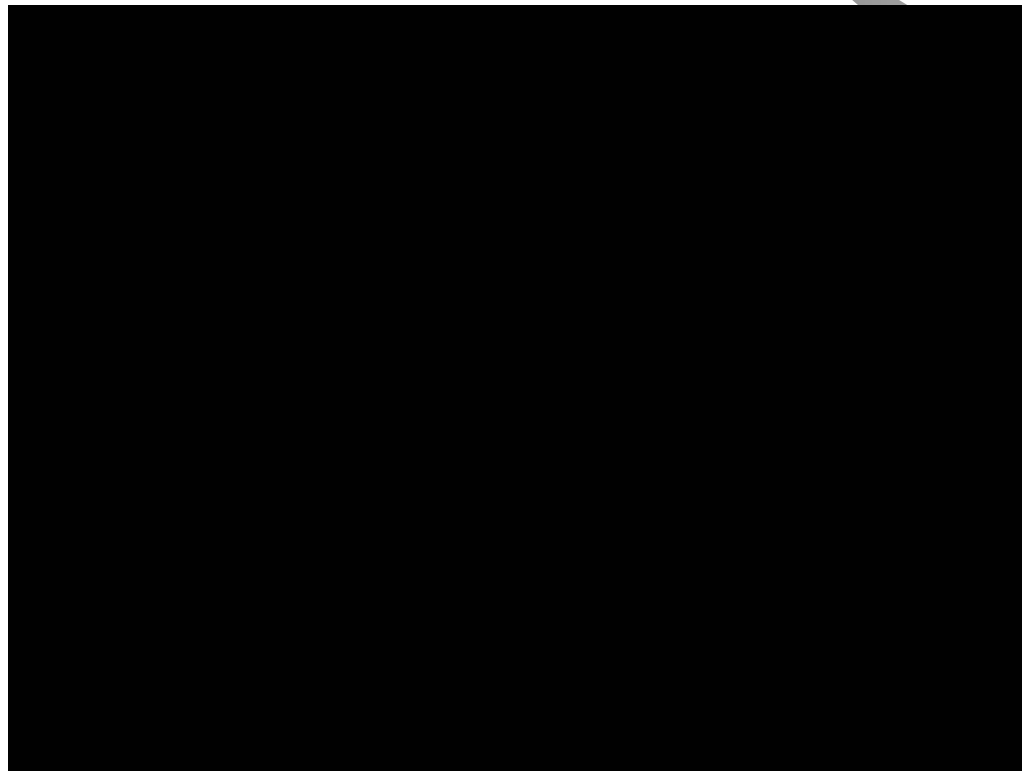


# Surviving in the Face of Failure

## Personal Response to an Active Shooter

- Get Out
- Hide Out
- Take Action

# Active Shooter Response



# Effective Emergency Action Plan

- Preferred method for reporting fires and other emergencies.
- An evacuation policy and procedure.
- Emergency escape procedures and route assignments (i.e., floor plans, safe areas).
- Contact information for—and responsibilities of—individuals to be contacted under the Emergency Action Plan.

# Effective Emergency Action Plan

- Information concerning local area hospitals (i.e., name, telephone number, and distance from your location).
- An emergency notification system to alert various parties of an emergency
- Designated reunification site



# Action Plan must include Training

*The most effective way to train your employees to respond to an active shooter situation is to conduct mock active shooter training exercises*

# Security Continuum

## the foundation

All security situations consist of (3) components

- Awareness
- Avoidance
- Resolution

# Be on the Alert



# Don't worry about Teen Sexting?



