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- **What's the definition of a victim?** Someone who is unaware of their surroundings. Bad guys don't want to be noticed, don't want attention from others. Otherwise, they'd be thwarted.
- **Predator Action:** A bad guy needs to get close to you to commit the crime. Don't let them. Be aware of your surroundings.
- **How can you help thwart a bad guy?** EYE CONTACT!! Make direct eye contact with whomever is looking at you. You've just given direct attention to a predator and shows them dominance.
- **What's the most dangerous time of day?** Between Noon and 4pm. Surprised? Don't be. Bad guys have to go where the people are. They don't want to invade your home where people have guns, especially in Texas.
- **Who is more likely to be victimized, men or women?** You guessed it. Men. Why?? Men tend to think that they are less susceptible to crime while women tend to be more careful in general.
- **What's one of the biggest threats to your safety?** Technology. How many of us walk around in public with our eyes glued to our cell phones completely oblivious to our surroundings? Guess who's watching YOU????
- **So, what can you do?** **Develop Two Key Habits wherever you are or go. (Start this today!)**
 - **1. Scan the room:** when you enter a room, pause. Scan the room quickly, look left to right for *anything*. Look for people who are looking at you! Give direct eye contact which lets the person know you've recognized them. Now you've just given them unwanted attention. You can even go so far as to say, "Can I help you?" This draws attention to both of you. The best way to avoid a bad situation or a fight is to not put yourself in one in the first place!
 - **2. Always know where the exits are wherever you go.** If you go to an unfamiliar place, be sure to know where you can quickly escape should the need arise. If you routinely go to a place and take the same route in or out of the building, take a different route next time to familiarize yourself with another way out.
- **Body Language:**
 - **Words + Body Language = true meaning.** ALWAYS trust body language before words. You can't hide body language but someone can mislead or deceive you with words. Do you have a favorite actor? Can you picture him or her now? Do you recognize that he/she usually has the same mannerisms in every movie? Why is that? Body language. It's who you are and normally can't change that.
 - **Bad guys will tell you their intentions by their body language.**
 - Studies show that 93% of sexual assault victims are assaulted by someone they know and that victims normally felt something wrong 30-45 minutes before the attack. The victim felt uncomfortable but didn't know why. The reason? The predator's body language changed. **Trust your instincts. If the body language isn't right for the situation, get out!**

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Active Shooter

- **Definition of Active Shooter:** anyone in a public area who is trying to commit mass murder indiscriminately with any weapon. For example, China has 2 of the highest victim counts of an Active Shooter (62 & 48) but in each instance the Active Shooter wielded a machete at a local school. Why? Citizens in China aren't allowed to have guns. In the US, Active Shooters use guns. Why? Because we're allowed to have them.
 - **Active shooters prepare.** They plan, they practice, and they know that they will only have 4-5 minutes before police arrive.
 - **Killeen/Ft Hood:** has had 3 Active Shooter incidents in the last 20 years!! That's the highest number among similar sized areas in the US! Will it happen again? Most likely. How do we survive those 5 minutes?
- **How do we survive those 5 minutes? There is no black and white in an Active Shooter scenario. It's ALL gray. There is no 1-2-3 plan to follow and there will likely NOT be an overhead announcement to alert the building of an Active Shooter. This will be the most chaotic and fearful situation you could ever be in. But on the plus side, you only have to survive for 5 minutes. An announcement will only be made when someone is in a safe place to do so.**
 - **RUN!!**
 - What's the biggest problem when an Active Shooter is in the building? It's that you are also in the building with him! Get out if you can. (Again, know the building exits.)
 - Employers: what is the legal obligation regarding your employees? Are managers obligated to ensure their employee's safety during an Active Shooter incident? No, they aren't obligated. The only people who are obligated by law to protect its occupants are teachers.
 - Everyone is on their own. It sounds cold but you are not obligated to help others get out. Example: if you are running out and there is an elderly person struggling to leave, do you help? You can but be mindful that there could be two victims instead of one. It sounds cruel but you need to think of yourself, your family, etc.
 - **Where do you run?** Do we have agreements with surrounding business to allow staff to lock down/barricade there? If not, you need to. (**Yes, we plan to include this in our Emergency Operations Site Plans**). If you run to another location and they won't let you in, don't linger. Keep running until you can get to safety.
 - **DON'T GET IN YOUR CARS & LEAVE!** Why? Ever try to leave a sporting event after it's over? What happens? Right, a log jam. You can't get out and guess who can't get in? Yes, the police.
 - **Barricade (Lock Down) [We aren't hiding, that's a passive response]**
 - If you can't leave the building, find somewhere safe and begin to barricade the door. Here is where you need to start thinking about *what* you can barricade a door with even if it locks! **You have 30 seconds to make this happen. Prepare for this now!**

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Don't wait until you're in this situation.

- Know which doors lock and stay locked in your workplace;
- **Do not barricade by “stacking stuff.”** It seldom works and is the most common mistake people make in thinking it will keep an Active Shooter out;
- Active Shooters will go door to door and are looking for paths of LEAST RESISTANCE. So, create the most resistance possible when you barricade.
- Studies show that if a room is harder to get into the Active Shooter will move on unless they're there for a specific person.
- **What can you use to barricade a door?** Prepare in advance, know what you CAN use and what WON'T work. Use belts, electrical/computer cords, flags, your shirt, your pants, your tie, and yes, even a BRA. **Would you rather be naked and alive when the police find you or dead and fully clothed?** Use whatever you can.
 - **Shoes:** shoes with rubber or leather soles are great door stoppers and you don't even have to put the entire shoe under the door.
 - **Staplers:** they, too, make great door stops b/c most have rubber on the underside;
 - **Scissor Hinged Doors:** these doors are the ones that have the scissor-type hinge at the top. These are the EASIEST doors to barricade because you only have to tie the hinge together with something. (Bathroom doors in Killeen have this type of hinge.)
 - **Single Door entries:** rooms with an unlockable single door. You can use ANYTHING wider than the door and put it crossways against the door. Then, tie something to it and the door handle. When the Active Shooter tries to open the door, it won't open all the way b/c the tied object is wider than the door! (REMEMBER, create a path of MOST resistance.)
- **Once Barricaded: Call 911**
 - If you can, remember to put your cell phone on silent and call 911. Commonly, people in Active Shooter situations cannot tell 911 operators exactly where they are in a building. Obviously, this isn't helpful.
 - **Suggestion: Put a sign on the back of the door of each room in your building with the following (Emergency Ops Committee will recommend this to Leadership):**
 - **Building Address, Floor #, and Room #/Name**
 - This helps police narrow down where the Active Shooter IS NOT once they enter the building;

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- **FIGHT!!** After you've called 911, prepare to fight. Remember, we aren't going to be passive and wait to be shot. IF the Active Shooter gains entry into your location, you need to fight. But, you need to plan first. If you are in a room with others, someone needs to attack the gun and someone needs to attack the shooter. **If you don't think you can do either, TELL someone while you plan and NOT during the attack.**
 - **The Fight**
 - **Gun attacker:** where are you positioned? Yes, to the side of the doorway. Why? What's coming through the door first? The gun. What's the most dangerous part of the gun? The hole at the end of the barrel!! If you don't see the hole and hole doesn't see you, you can't be shot. When you see the gun, grab it with both hands in a hand over hand method. One hand is on top of the gun and the other is wrapped underneath. You then pull the gun towards your chest. Why? Because in this position, you are using most of your muscles.....your arms, shoulders, chest, core. Ever try to pry something away from a little kid when he's clasping something close to his chest. It works. (If the shooter has a rifle, this becomes an arm over arm method and still bring it to your chest.)
 - **Active Shooter Attackers:** the others should be ready to pounce and attack the shooter. What do you aim for? The throat and neck. The neck has 2 major blood superhighways. The throat has the trachea and affects the Active Shooter's ability to breath. **Don't aim for the eyes. Too small of a target and when the blood has moved from your extremities and brain to the center of your body, you lose a lot of your ability for fine motor skills.**
 - **What if a co-worker knocks on the door and asks to be let in? Do you let them in?**
 - You shouldn't. Again, that sounds cold but you don't know who really is on the other side of that door. Plus, you'd have to choose to remove the objects you used to barricade the door in the first place. In the time it takes to do that, all of you could be in danger. Take care of yourselves first.
 - **When do you stop fighting?**
 - That's an answer the trainer would not give us. He said it's up to each of us. He said he knew when he would stop which was when the shooter could no longer harm him. The implication was when the shooter was dead.
 - This is something you'll have to decide when you're in the moment. At this point, you're fighting for your life and your ability to get home to your families.

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- **When is it safe to come out of your barricaded location?**
 - How do you know if it's safe to come out?
 - FYI, police can't give an "All Clear" because they would have to go through each room and clear it. If they haven't gained entry into your location, they can't give the all clear.
 - **Don't come out if you don't feel safe or are unsure of who is outside the door.**
 - If someone who identifies himself as police, you can ask them to slide a badge under the door. You still don't have to come out if you're not feeling safe about it.
 - **Call 911 and ask if Office Badge # is at your location to confirm.**
 - And you still don't have to come out.
 - **Police are trained to gain entry into the room to search for the shooter . Thus, they are trained to breach the entry. Be prepared for that if you choose not to come out and act accordingly. That means, don't attack the police!! Raise your hands.**
 - **Tip:** all Texas police are trained to say Po-lice with heavy emphasis on the "O". This is one way that you can tell if it's truly someone who is police. The reason for saying it like is because saying "police" really fast comes across as "please." You might be tempted to open the door.
 - **Tip:** Active Shooters normally act alone. If you hear someone announce themselves as police and you hear multiple people using "tactical talk", you can feel safer knowing it's the police. Tactical Talk = "roger", "moving right. Clear", "on your left" etc.
- **Final Thoughts**
 - If you see something, say something!! Call the police.
 - New York 2006: a man saw a Jeep parked in front a building and called police to report this. When asked by 911 what the problem was, he said he wasn't sure, it seemed "off." The police came out and found that the jeep had explosives in the back! The man thwarted a terrorist attack because something seemed "off."
 - Remember, trust your instincts!! It's better to be safe and wrong than to say nothing and let something bad happen.
 - Have a "Go" word with your family to use when there is danger or something not right. Use a word that you all seldom use to alert everyone to potential danger. The trainer's family Go word is "Blueberry." They don't use that word normally in their home because no one eats them. He shared that he said "Blueberry" once and just made his family leave without telling them why. You can explain later. Use your "Go" word and just go.
 - **What if there is an Active Shooter incident occurring in a location outside the workforce center but still nearby?**
 - We lock the building. **No one is allowed in or allowed out until it's safe to do so.** Even if someone is knocking on the front entry of the workforce center, it's advised that we do not open the door. Staff should lock down in a room that can be locked.