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Preparedness for Active Assailants in the Workplace, Home, and Community



Dane County Emergency Preparedness Coordinator
Deputy Josalyn Longley
and
Dane County Emergency Preparedness Assistant
Coordinator Retired Deputy Cindy Holmes

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How to SURVIVE an Active Shooter/Assailant

The question is not when, but where will the next attack be?

- We are here to begin to harden our citizens through knowledge, this is knowledge we as first responders have gained through the loss of our citizens as well as our own lives.
- It would be a disservice to those that have given their lives not to learn from these incidents, but more importantly take those lessons learned and share them.
- By disseminating these lessons we empower our citizens and prepare them to save not only their life, but possibly those around them as well, because WE are our brothers keeper!

CRASE

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EMPOWERMENT



"They grabbed everybody they could and they brought them to the backroom or to other areas of the store to hide or get them out through the back door," Cordova said. "And these poor grocery workers have just been through hell in general working through COVID this entire last year of the pandemic." King Supermarkets, Boulder CO.

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Training Goals

- ✓Why we need to prepare
- ✓Lessons learned from previous tragic events
- ✓Defining Active Assailant
- ✓Provide options for survival from a tragic event
- ✓Response Approaches to Active Assailant
- ✓Render Aid – trauma
- ✓Warning Signs
- ✓Preventing Workplace Violence
- ✓Resources
- ✓How to talk with your kids



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WARNING!!!!

- The information contained in this presentation may be disturbing and upsetting to some. The information is being provided to alert and prepare you. These are real events that are happening in many communities just like ours.
- This presentation is not meant to scare you but educate you not only at work but also in the community.



"We don't choose tragedy – we CAN choose our response. Lets prepare for, respond to, and recover from a violent event!"



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The Dane County Sheriffs Office is taking a proactive approach regarding these tragic events. The following plans are to help increase your chances of survival in an active assailant event.


- "ALICE – Alert, Lockdown, Inform, Counter the Attack, Evacuate"** - Developed by the ALICE Trng Institute
- "Avoid, Deny, Defend"** - Developed by the ALERTT Center Texas State University
*CRASE Training
- "Run, Hide, Fight"** – Dept of Homeland Security



Most importantly you need to have a plan and prepare.

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The "WHAT IF" Questions



Common questions

"What IF THIS happens what should I do?"

What IF THAT happens then what should I do?"

There is no way to anticipate every possibility. That is why you must prepare and have OPTIONS!

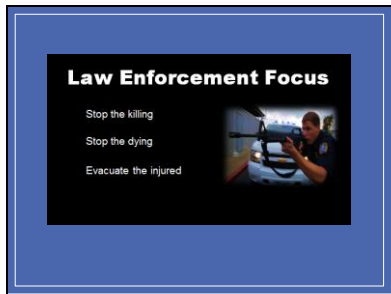
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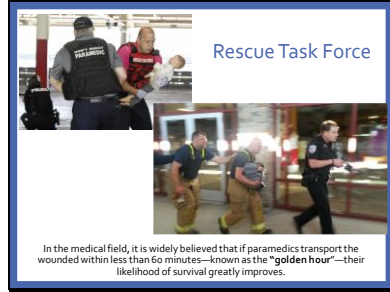
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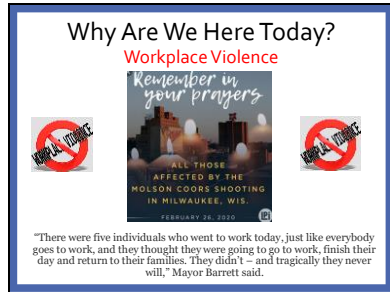


Rescue Task Force

In the medical field, it is widely believed that if paramedics transport the wounded within less than 60 minutes—known as the "golden hour"—their likelihood of survival greatly improves.

The slide features two photographs: the top one shows paramedics in a hospital setting, and the bottom one shows a paramedic in a vehicle.

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Why Are We Here Today?
Workplace Violence

Remember in your prayers
ALL THOSE AFFECTED BY THE
MOLSON COORS SHOOTING
IN MILWAUKEE, WIS.
FEBRUARY 26, 2020

"There were five individuals who went to work today, just like everybody goes to work, and they thought they were going to go to work, finish their day and return to their families. They didn't – and tragically they never will," Mayor Barrett said.

The slide includes a central graphic with a city skyline and two 'No Workplace Violence' signs on either side.

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Shooting: Wisconsin casino shooter was fired employee

MILWAUKEE, Wis. (AP) — A man who shot and killed two people and wounded a third at a Wisconsin casino's restaurant earlier published his name here. He fled from the scene and turned from the property's entrance to the street.


The 62-year-old shooter walked into the Duke Creek kitchen and bar on Saturday and shot two people at a table before at close range with a semi-automatic handgun, then shot a man outside the restaurant, Brown County Sheriff David Kramer said during a news conference. A team from the Green Bay Police Department was dispatched to investigate on the north side of the building near a parking garage, he said.

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Possible Contributing factors to Workplace Violence

- Domestic Violence
- Substance Use/Abuse (personal/family)
- Financial Stress
- Mental Health
- Bullying
- Work related discipline/termination (not always immediate threat)


Another Mass Shooter Linked to Domestic Violence Accusations



DO YOU HAVE ADEQUATE RESOURCES TO HELP EMPLOYEES ADDRESS THESE STRESSORS? (EAP, OPEN DOOR POLICY)

90% of Adult Mass Murderers experience 1 or more (Financial, Occupational, Relationship, Health Loss)
Threat Suppression Incorporated

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If you see Something Say Something

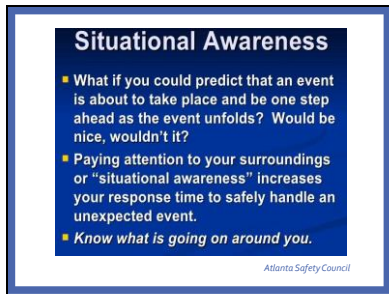
- In 81% of incidents, at least one other person had some prior knowledge of the attacker's plan.
(US Secret Service)
- In 59% of incidents, more than one person had some knowledge.

Does your organization have an anonymous tip line?

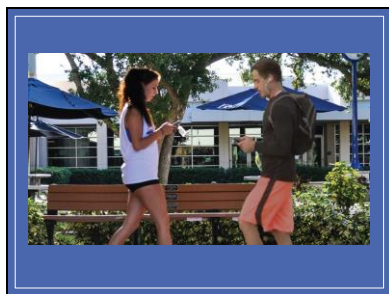
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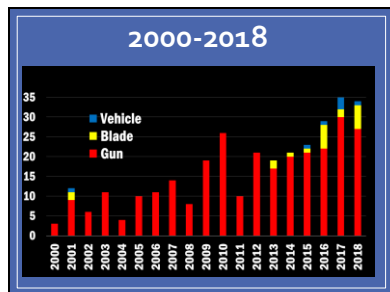
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RACE/ETHNICITY		
White non-Hispanic	19	51%
Black/African American	10	27%
Hispanic	5	14%
Two or more	2	5%
Undetermined	1	3%



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How Are People Warned?

Rapid notification is key to saving lives!

- PA System or Walkie Talkie
- Phone/Email Alerts
 - Text Messages
 - Run and Yell
- Digital Displays
- Other (could be sound of gunfire as warning)

By notifying people of the situation, as opposed to a standard alarm, individuals can accelerate their evacuation to a safe location.



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How Are People Warned?

If you have an ALERT system

- ✓ Does all your staff have access to use it?
- ✓ Does all your staff know how to use it?
- ✓ Do you test it to see if it works?
- ✓ Does it go to all locations (outdoors, bathrooms, locker room, break room, etc.)?
- ✓ Can you hear ALERT if loud working environment?
- ✓ Is it 2 way communication?
 - Can they communicate information back?
- ✓ Can you alert staff not on site and families of your staff?
- ✓ Can you communicate with other tenants?

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People threw barstools through window to escape Thousand Oaks, California, bar during shooting

USA TODAY NETWORK USA TODAY Network staff Published 5:28 a.m. ET Nov. 8, 2018 | Updated 10:02 a.m. ET Nov. 8, 2018



Can you drop to a balcony or lower roof?

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HIDE

- Get in a room and Lock/Secure doors
 - Or Designated Shelter in Place Areas
- Barricade door for additional security (DELAY THREAT)
- Look for secondary exit out of room


Do not open the door, Law Enforcement will clear building escort/direct you out!



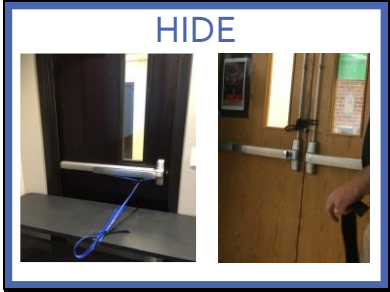
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HIDE

- If you cannot get behind a closed door or out of building hide in an area out of the assailant's view
- Silence your cell phone, no talking, and lights off (shut blinds)
- Prepare to fight if the threat enters the room



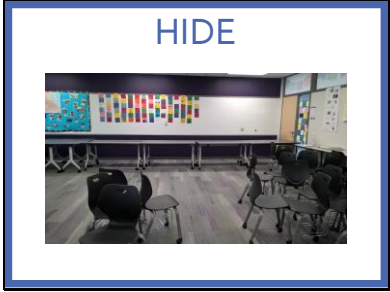
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Cover vs. Concealment



COVER can hide you AND protect from bullets. Concrete or brick walls, the front of a car where the engine block is, thick wood door, cabinet or table, sofa, machine, copy machine.

CONCEALMENT will prevent someone from seeing you, but it will NOT stop bullets. Hide behind curtains, bushes, in a locked closet or room, raised mirror.

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LOCKDOWN- RENDER AID

What supplies do you have in your room/office to help save a life?

Question

- How long does it take to bleed to death from a complete femoral artery and vein disruption?
- Answer:
 - Casualties with such an injury can bleed to death in as little as 2 minutes



Tourniquet

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How a 'bleed-safe' community can help during an active violence event

The Las Vegas shooting demonstrated that the true first responders are those in attendance where an incident takes place



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FAST FACT: IF EFFECTIVE BYSTANDER CARE CAN BE DELIVERED TO VICTIMS EXPERIENCING A MEDICAL EMERGENCY WITHIN 3 MINUTES, SURVIVAL AND PERMANENT HARM CAN BE DRAMATICALLY AND POSITIVELY IMPACTED.

Death rate is lower due to leaps and bounds with modern technology for medical.

STOP THE BLEED

1. APPLY PRESSURE TO THE WOUND

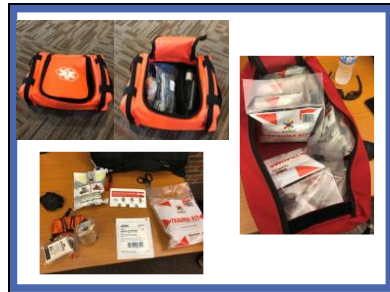
2. APPLY PRESSURE AND PULSE

3. APPLY Tourniquet

CALL 911

<https://www.dhs.gov/stopthebleed>

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FIGHT

- As a last resort and only when your life is in imminent danger
- Attempt to distract the assailant
- Attempt to incapacitate the assailant
- Act with physical aggression and throw items at the assailant
- Commit 100% to stopping the assailant
- Work as a team to overcome the assailant

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Improvised weapons

- Books
- Tools
- Kitchen Supplies
- Cellphone
- Roll of toilet paper
- Wasp or Hair Spray
- Broom/mop
- TV remote control
- Coffee mug
- Stapler
- Water Bottle
- Picture Frame
- Plant
- Coffee pot
- Chair
- Scissors
- Garbage can
- Handful of coins
- High heels
- Baseball bat
- Keys
- Laptop computer



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Improvised weapons



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Improvised weapons



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LOCKOUT

A Reason for a lockout is possibly an incident in the neighborhood.

Concerns for Public Safety

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Post Incident

- Depending on your business, you may have to allow extended time off and/or allow employees to work remotely, until you can find an alternate location or until your office can be repaired and reopened.




- Rescued victims will be held, so law enforcement can gain witness information.

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Post Incident

Continuing Business Operations

- It's important to remember that your building has become a crime scene.
- It's important that your organization's active shooter preparedness planning involves your HR department so that they can identify additional resources to support employees after an active shooter event. PTSD may trigger months after event.
- Certain sites, smells, sounds trigger PTSD
- Survivor's guilt
- Shock and Nightmares



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OTHER CONSIDERATIONS

- Do you have a way to communicate with employees post incident?
 - Are your Emergency contacts updated?
- Can you access employee contact info remotely?
- Can you continue with business as usual?
- Do you have resources for post incident emotional and mental health support?

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YOUR LOVED ONES


Go home today/tonight and talk with your loved ones..

Talk about your plans!



The graphic shows a family of four (two adults and two children) with speech bubbles. Below them is a blue box with the text 'Don't Wait. Communicate.' and a smaller box below that says 'Make a family emergency communication plan today.' At the bottom left is the 'Ready' logo.

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What can you tell your kids?

- Talk about their school response plan, -- go over scenarios not only at school (mall, church, movies)
- If they were to evacuate -- talk about places they could run to and what they could do (call 911, call a family member)
- Remind them its not tattling its telling to get help. "If you see something, say something!"
- If you have concerns for your child's behavior get help! (Dr, Psych, Police, etc.) Don't be that parent who ignores it!
- Talk about violence on tv and video games - DO NOT ALLOW YOUR CHILD TO PLAY EXTREMELY VIOLENT VIDEO GAMES!

MOST IMPORTANTLY HAVE OPEN COMMUNICATION WITH YOUR CHILD!!

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Finally:

Know that you are empowered to make decisions that will provide you the best levels of protection and safety.

"In a moment of decision, the best thing you can do is the right thing. The next best thing is the wrong thing. The worst thing you can do is nothing."

Theodore Roosevelt

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Dane County Sheriff's Office Free Training!

Preparedness for Active Shooter and Violence within the Community

On-going, voluntary critical mass events are available for all citizens to be aware of their surroundings.

With these needs in mind, the Dane County Sheriff's Office continues to take a proactive approach to address community safety.

Over the past three years over 17,000 people have attended Preparedness for Active Shooter Violence within the Workplace and Community training.

Please visit our website: www.danesheriff.com
Dane County Sheriff's Office
Emergency Preparedness

If interested in further information, contact Deputy Josalyn Longley
Dane County Emergency Preparedness Coordinator
608-977-1300
longley@danesheriff.com

OR
Cindy Holmes
Dane County Emergency Preparedness Area Coordinator
608-215-6615
holmes.cindy@danesheriff.com

Dane County Sheriff's Office Free Training!

Preparedness for Active Shooter and Violence within the Community

- The average Active Shooter event lasts 4 - 8 minutes.
- Over 70% of Active Shooter incidents are over 10 minutes in length.
- National average for law enforcement response is 7 - 8 minutes.

Plan and Prepare!

PREPARED

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Deputy Josalyn Longley
Dane County Sheriff's Office
Emergency Preparedness Coordinator
longley@danesheriff.com
608-977-1300

 Josalyn Longley
 @DeputyLongley

Retired Deputy Cindy Holmes
Dane County Sheriff's Office
Emergency Preparedness
Assistant Coordinator
Holmes.cindy@danesheriff.com
608-215-6615

Questions?



