



ACTIVE INTRUDER

INFORMATION AND RESOURCES TO PREPARE FOR AND PREVENT ACTIVE INTRUDERS

Active Intruder events are increasing in the United States¹, however, the chances of a workplace being the site of an active intruder event are less likely than getting struck by lightning. In the unlikely event that an intruder enters to hurt/kill anyone in their path, most incidents will end in ten minutes or less¹. The average emergency response time is 3 minutes so it is crucial to have a well prepared and practiced plan. Employers should work with local law enforcement on creating and practicing a site-specific plan not only for active intruders, but for all foreseeable emergency situations.

Those who prepare before an active intruder situation will progress faster through the process of Denial-Deliberation-Decisive Movement.² Extreme stress can take control of your body and remove rational thinking altogether. There are three methods to help remember what to do in an active intruder scenario. “Run-Hide-Fight”, was created by Federal Agencies and Texas Law Enforcement. Critics say that the chosen words are not strong enough and prefer words that evoke a stronger, more decisive action (“Move-Escape-Attack”³). For example, “Move” instead of “run”, is better for those who respond by freezing up instead of fleeing. The NYPD created and uses the ABCs “Avoid-Barricade-Confront”, which calls on people to not just hide, but to also barricade with many layers to stop the bullets, slow the intruder and give law enforcement more time to respond.

AVOID/RUN/MOVE

In any facility you visit, know the two nearest exits.

If your exit path does not put you in the line of fire, evacuate the building. **DO NOT** carry any personal belongings and avoid elevators and escalators.

If you are located in a high rise building and the shooter is below, ascend as many floors as possible.

Once a safer area location and move away from the entrance to a more secure location. If the shooter is above you, descend and leave the building.

When evacuating in the stairwell, stay near the wall to allow responding officers room to move quickly and safely.

The responding officer’s attention will be focused on your hands. If you meet an officer, keep your hands up.

Once evacuated, be prepared to be detained for questioning.

BARRICADE/HIDE/ESCAPE

If avoiding is impossible, move to a secure area. Doors with locks are better. Look Up! There could be a hiding spot or hidden exit.

Block the door with large heavy objects to make entry is as difficult as possible (desks, tables, file cabinets, etc.). It may take several hours for the officers to clear the area and find you. Remain calm, quiet, and alert.

If using your body is the only means available to barricade the door, attempt to stay lower than waist level to avoid any shots fired through the door.

Hide behind something that conceals you but also shield you from bullets. Think big-vending machines, copy machines, etc.

CONFRONT/FIGHT/ATTACK

If you are left to confront the intruder, find something to defend yourself with. Remain as quiet as possible, but **DO NOT** play dead!

Overpowering should be used as the last resort. If necessary, attempt to do so forcefully and quickly, in the most violent manner possible.

If you are with other people you should work as a collective group to overcome the shooter.

Sources: ¹2014 U.S. Dept. of Justice, FBI Study of Active Shooter Incidents in the United States between 2000 and 2013; ²T1Ripley, Amanda. (2008). The Unthinkable: Who Survives When Disaster Strikes And Why. New York: Three Rivers Press.; ³Lieutenant Colonel (Ret.) Mike Wood

HOW EMPLOYERS SHOULD PREPARE

Your employer's Workplace Violence Prevention Program must address any potential for an Active Intruder situations in the workplace. It must be identified as a risk factor and control measures must be implemented. Employees must be trained annually on these procedures.

The hierarchy of controls must be used to select the proper control measures. Employers must first consider engineering controls such as metal detectors, locked/limited access entrances and devices that prevent entry during an incident. Administrative controls such as guards, sign-in systems and mandatory training are typically used.

Active Intruder incidents are also emergencies that need to be addressed in an employer's Emergency Actions Plans (EAPs). Duties need to be established ahead of time and employees must be trained on their responsibilities and expectations.

Establish an alert/emergency notification system. Do not use codes as they can be easily confused. Use words such as Lock Down, Evacuate and All Clear.

Coordinate plans with local law enforcement. Frequently execute drills and look for improvement.

For more information and resources visit:

www.cseany.org/safety



Follow the CSEA Safety Net on:

CSEA has been winning the fight for safe and healthy working conditions for over 100 years, yet there is more to be done. Hazards old and new- from Asbestos to Zika- remain a threat to workers every day. CSEA will not back down from the fight and nothing is more important than saving lives and keeping workers free from injury. Your help is needed now more than ever.

The life you save could be **YOUR OWN.**

LOCKDOWN PROTOCOL

1. Immediately seek shelter in the nearest room or office area. Quickly check hallways and encourage others to seek shelter with you.
2. If you are outside, seek the nearest secure area such as a vehicle or evacuate the area. Do not re-enter the building.
3. Close and lock the door to the room and barricade if possible. Turn off the lights.
4. If safe to do so, cover windows or openings that have a line of sight into the hallway. Stay away from windows.
5. Remain silent/silence cell phones! Do not make noise or draw attention.
6. Do not attempt to leave the room or building unless directed to by law enforcement personnel. The only exception is when you believe your life is in more danger by staying, rather than trying to escape.
7. Unless you clearly perceive fire or smoke, do not evacuate for a fire alarm during a lockdown unless instructed to do so by law enforcement personnel.



Local 1000 AFSCME, AFL-CIO