

OSC 12
Ohio Safety Congress & Expo

WELL AT HOME. SAFE AT WORK.

474 Dealing with an Active Shooter

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Ohio Bureau of Workers' Compensation

STOPPING THE ACTIVE SHOOTER



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**Special Thanks to
Greg Crane and
Response Options**

**Why Are We About to
Have This Discussion?**

18,000 weekly workplace assaults cause 500,000 employees to lose 1.7 million days of work annually with a loss of \$55 million in wages;

18% of all violent crimes committed occur in the workplace;

Workplace violence costs employers \$3 to \$5 billion annually;

- **According to the U.S. Bureau of Labor Statistics:**
- -- **86 percent of deaths were in the private sector**
- -- **43 percent of workplace homicides involve current employees**
- -- **24 percent of shooters had been fired or laid off.**

Since 1996 there have been 54 separate school-related shootings – 43 SINCE the Columbine incident;

Our children and their teachers are being killed in our schools and we need to stop it;

By talking about workplace violence and school violence TODAY, we may prevent another death from occurring TOMORROW.

Let's look at a few facts and figures before we go on.

True or False: Violence is the leading cause of death on the job.

False!

The leading cause of death on the job is transportation accidents.



Violence is the **SECOND** leading cause in the nation and in Ohio.

True or False: Homicide is the leading cause of death for women in the workplace.

TRUE!



True or False: Disputes between workers and supervisors are the main motive for workplace homicides.

False. Robberies account for the majority of workplace homicides.



How many workers are murdered in the workplace in the U.S?

In 2009 there were 542 homicides in the workplace out of 4,551 total work-related fatalities. In 2010 the United States saw a decrease to 506 homicides out of 4,547 fatalities (6.3% decrease).* U.S. Department of Labor

- 401 homicides in 2010 were shooting-related
- 34 homicides in 2010 were stabbing-related

What about Ohio?

Ohio had 137 workplace fatalities in 2009 and 156 in 2010 (15% increase). Leading cause was transportation-related.

Ohio had 19 workplace homicides in 2009 and 14 in 2010. As at the national level, this is the second leading cause each year following transportation-related deaths.

Preventing Violence in the Workplace



Violence in the workplace occurs in many different ways to include:

- Verbal abuse
- Threatening behavior
- Physical assault
- Harassment
- Homicide

Strong, enforced rules within the workplace can stop much of this from occurring.

Effective hiring practices through excellent background investigations will weed out many problems.

We're here today to focus on how to stop the active shooter.

Four Types of Workplace Shootings

By strangers committing a robbery

By unhappy customers, clients or patients

By disgruntled employees and supervisors

By domestic partners

What Are the Types of School-related Shootings?

By STUDENTS

How Can We Prevent This?



Before the Incident Occurs We Need to Recognize the Warning Signs

- 1. Confusion**
- 2. Frustration**
- 3. Blame**
- 4. Anger**
- 5. Hostility**

What Can We Do During the Incident?

What happened at Columbine that changed law enforcement's response to active shootings?

What model did we progress to from there?

What are we still telling our children and employees to do even today?

What's the plan in our schools and workplaces when there's a fire? A bomb? A gas leak in the air?

Then why are we telling them to stay put or crawl under desks when someone is trying to shoot them?

We need to tell our children and our employees to find an exit route from the area or be prepared to fight back.

What happened on United Airlines Flight 93 that we should learn from?

What happened as a result of the assassination attempt on Gabby Giffords that we should learn from?

We need to do something to stop more people from being killed or wounded.

A.L.I.C.E. is the Newest Model

**Alert
Lockdown
Inform
Counter
Evacuate**

Alert **Get the word out! Use clear, concise language to convey the type and location of the event.**

Lockdown **Good starting point, allows aggressive use of current technology and procedures.**

Inform **Communication keeps the shooter off balance. Be aggressive. Allow for good decision making.**

Counter **Apply skills to distract, confuse and gain control.**

Evacuate **Reduce the number of potential targets for the shooter.**

Philosophy Behind A.L.I.C.E.

- **Utilize technology and information in ways that allow staff and employees (students) to make informed decisions.**
- **Remove as many people as possible from the DANGER zone to minimize targets.**
- **Provide realistic training so that those "stuck" in the crisis zone, if confronted by a shooter, have options available to them to enhance their chances of surviving the violent encounter.**

Dealing with the Threat

Communicate with others near you.

Decide whether FIGHT or FLIGHT is the best option.

Have the will to win!

Do something – comply and you die!

When Escape is Not an Option

Interrupt the thought process of the shooter.

Turn chaos and mayhem into an advantage.

There is strength in numbers.

Breathe, breathe, breathe.

Resistance From Schools

School administrators are reluctant to adopt the A.L.I.C.E. philosophy because they feel responsible for students while they're at school.

Lockdown allows the school to maintain control of their students - they know where they are at all times.

Unfortunately, as we've seen recently, what they really control is where to find the bodies when the event is over!

SOME GOOD NEWS!

This month, the federal government released the most recent Indicators of School Crime and Safety report, which puts school-related violent deaths at an all-time low since it began tracking such deaths in 1992.

It reported 33 such deaths for the 2009-10 school year. Twenty-five of those were considered homicides – also the lowest since 1992 (tied with the 2002-03 school year). The 2006-07 school year had the highest number of deaths, with 63.

True Testimonial from Chardon School Incident

“Our house has been the meeting place. BUT interestingly --- Kelly shared--- she saw the shooter and a kid go down- she grabbed a friend and a stranger in shock - kids were hiding under tables -- Kelly screamed ‘my mom said don’t hide under tables you are an easy target - run Marty.’ The video you shared with your students I talked about with our girls -- OMG -- maybe this impacted their safety.”

Let’s Examine A Few Workplace Murders Going Back to 2000

- March 8, 2012: A gunman in Pittsburgh shot to death a worker and wounded seven others at a psychiatric hospital at the University of Pittsburgh before being killed by police.
- October 5, 2011: Two people were killed and four wounded in a shooting at a California rock quarry by a disgruntled company truck driver.

- Aug. 3, 2010: A warehouse driver shot and killed eight people before apparently committing suicide at a Manchester, Conn., beer distributorship.
- Feb. 12, 2010: Three biology professors were shot and killed and three other employees injured at the University of Alabama's Huntsville campus by a 42-year-old instructor and researcher at the school.

- Nov. 5, 2009: At Fort Hood, Texas, 13 people were fatally shot and 32 were injured by an Army psychiatrist assigned to the Army base.
- June 25, 2008: Wesley N. Higdon, 25, killed five workers, then himself, at Atlantis Plastics in Henderson, Ky. A sixth shooting victim survived.

- March 18, 2008: Lee Isaac Bedwell Leeds, 31, shot and killed four men at a junk yard in Santa Maria, Calif.
- March 12, 2008: Robert Lanham killed two people in the Regions Bank of McComb, Miss., where his ex-wife worked, then forced the woman to flee with him before killing her and committing suicide.

- Jan. 30, 2006: Former postal worker Jennifer San Marco, 44, shot and killed six postal employees, then himself, in Goleta, Calif.
- July 2, 2004: Elijah Brown, 21, killed four co-workers and wounded three others at ConAgra Foods meatpacking plant in Kansas City, Kan., before committing suicide.

- August 27, 2003: Recently fired Salvador Tapia, 36, killed six former co-workers at an auto parts warehouse in Chicago, then was shot dead by police.
- July 8, 2003: Doug Williams, 48, shot and killed six workers and wounded eight others before killing himself at a Lockheed Martin aircraft parts plant in Meridian, Miss.

- Feb. 25, 2003: Emanuel Burl Patterson, 23, shot and killed four fellow jobseekers and wounded a fifth at a temporary employment service in Huntsville, Ala.
- Feb. 5, 2001: Factory worker William D. Baker, 66, killed four co-workers, then himself, at the Navistar International factory in a Chicago suburb.

- Dec. 26, 2000: Software tester Michael McDermott, 43, shot and killed seven people at a Wakefield, Mass., Internet consulting company, Edgewater Technology Inc.
- March 20, 2000: Fired employee Robert Harris, 28, fatally shot five people and wounded another at a Dallas-area car wash.

MY PARTING WORDS TO YOU ALL.

WHEN THE SHOOTING STARTS, DON'T SIT DOWN AND HIDE AND WAIT TO BE KILLED. GET OUT OF THE AREA IF POSSIBLE. IF YOU CAN'T, FIGHT BACK IN ORDER TO STOP MASS CASUALTIES.

THERE IS NO PERFECT RESPONSE - DO SOMETHING!

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