1 CAMPUS THREATS AND VIOLENCE
For Faculty & Staff
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2 Workplace Violence
• Threats of violence against schools in the country are up 158%, according to a survey conducted over the first half of this school year.
• National School Safety and Security Services, registered 812 threats against schools across the country between Aug. 1 and Dec. 31 of 2014.
• Over a quarter of all threats were made through social media (28%).

3 Workplace Violence
• What is Workplace Violence?
  ◦ Any Act or Threat of:
    ▪ Physical violence
    ▪ Harassment
    ▪ Intimidation
    ▪ Other threatening disruptive behavior
• Workplace Violence Includes:
  ◦ Threats and verbal abuse
  ◦ Assaults and homicide.

4 Workplace Violence Impacts
• Workplace Violence affects employees, students & visitors
• 2 million American workers are victims of workplace violence each year
• 4383 fatal workplace injuries in the U.S. 2012
• 767 were workplace violence
• Average of 590 workplace homicides per year
  ◦ Homicide is 4th leading cause of workplace fatalities
• In 2012 the number of deaths in education were 33
• 4 were from violent acts

Of the 31 student, staff, and nonstudent school-associated violent deaths occurring between July 1, 2010, and June 30, 2011, there were 25 homicides and 6 suicides. From July 1, 2010, through June 30, 2011, there were 11 homicides and 3 suicides of school-age youth (ages 5–18) at school (Indicator 1).

5 Campus Threats and Attacks
• Study on: Campus Attacks – Targeted Violence Affecting Institutions of Higher Education.
  ◦ Conducted by US Secret Service Study
  ◦ Focused on 4,314 degree-granting colleges (60% of the total number of higher learning institutions in the country)
  ◦ Total enrollment was slightly over 11 million with 42.7% male and 57.3% female

6 General Crime Information
• 174 homicides or non-negligent manslaughter occurred from 2005-08 (13,842 forcible sex offenses)
• Incidents occurred throughout the calendar year not just during the academic year
• 59% of recorded homicides since 1909 occurred from 1990 to present
• 36% in administrative/academic/service buildings
• 28% in residential buildings
• 27% in parking lots or other campus grounds

7 Concerning Triggers
• 31% of offenders exhibited concerning behavior to others
  ◦ Threats and comments
  ◦ Admissions of intent or other forms of communication before,
during and after the attack
  ◦Indication of pre-planning with a planned method of attack
  ◦Willing to travel to where victim reasonably certain to be
  ◦Motive or apparent trigger event is usually present

8 ▶️ Suspect & Weapon Information
  •94% are male, majority incident involve one person
  •60% are current or past students (avg age: 25.5)
  •11% are current or former employees (avg age: 38.7)
  •73% targeted one or more specific individuals
  •21% random targets
  •26% committed suicide; 4% were killed by law enforcement

  •Weapons used:
    ◦54% Firearms
    ◦21% Knives
    ◦10% Multiple weapons

9 ▶️ Education Related Violence 1992 - 2011

10 ▶️ School shootings
  From 1980-October 1, 2015
  •187 fatal school-shooting incidents
  •153 injured
  •369 total number of people killed in school shootings
  •School Shootings

Franklin County, Pennsylvania
  ◦Principal Brown and nine students were killed in a school in
  Franklin County, Pennsylvania
  ◦Four students taken hostage by 4 domestic terrorist
  DOES THIS SOUND FAMILIAR???
• This was the Earliest School Violence Recorded - July 26, 1760
  ◦ The perpetrators were 4 Delaware Indians

12  Active Shooter Education

Purposes:
To educate faculty and staff on action to be taken in the event of an active shooter
Objective:
• Define active shooter
• Determine appropriate response
• Identify safety resources
• Recognize student in crisis
• Tips on developing a plan

13  What is an “Active Shooter”??

• An individual actively engaged in killing or attempting to kill people in confined & populated areas; most use firearms with no pattern or method to their selection of victims.

• Are unpredictable and evolve quickly. Typically, the immediate deployment of law enforcement is required to stop the shooting and mitigate harm to victims.

• Are often over within 8 to 10 minutes, before law enforcement arrives on the scene; therefore, individuals at the scene must be prepared both mentally and physically to deal with an active shooter situation.

14  DISPATCHER:

“911, what is the nature of your emergency?”

CALLER:

“There’s somebody with a gun in the main entrance to the
mall and I don’t . . .”

15 **Active Shooter Response Plan**

- Pre-established alert should be made: Active Shooter
- This will go out on your cell phones, email, Blue Light speakers and Banner.
- All areas are to be locked down
- Police officers will take control of the scene upon arrival – they are in charge!
- No other personnel will be allowed in the threat area until it is deemed safe
- Medical personnel will be called if needed post-event

16 **Active Shooter Response Plan What is MY role?**

If you are in the immediate area of threat:

- Lock the door
- Silence your cell phone and/or pager
- Turn off any source of noise (i.e., radios, televisions)
- Hide behind large items (i.e., cabinets, desks)
- Remain quiet
- Notify TUPD
- Call 5-5911 only when in a safe location

17 **Active Shooter Response Plan**

**What is MY role?**

Outside of the immediate area of threat:

- Stay out of the affected area unless otherwise directed
- Lockdown your area
- Move others to safe areas
- Pay attention to and follow instructions in emergency messages
Law Enforcement’s Role
Immediate purpose:
- Stop the active shooter.
- Proceed to area where last shots heard.
- First priority is to eliminate the threat.

Continue control until:
- The situation is under control
- All witnesses are identified & questioned

Additional Officers and Rescue Teams
Teams may:
- Wear bulletproof vests, helmets, and other equipment.
- Wear plain clothes
- Be armed with rifles, shotguns, and/or handguns.
- Use pepper spray.
- Shout commands.
- Push individuals to the ground for their safety.

Reacting to Law Enforcement
- What actions should you take when law enforcement arrives
  - Remain calm.
  - Put down any items.
  - Raise hands and spread fingers.
  - Avoid quick movements.
  - Avoid pointing, screaming, or yelling. DO NOT RUN TOWARDS POLICE!
  - Proceed in direction from which officers are entering.

The outcome of an Active Shooter Incident is dependent upon actions taken by YOU...
Do’s and Don’ts
22 **Definitely Do’s**

MITIGATION / PREPLAN

• Locate safe areas in your building/classroom, ETC. Develop a personal plan for your office area/classroom. Review with your fellow faculty, staff and students periodically
• Invite TUPD to tour your area and be familiar with your officers.

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23 **Definitely Do’s**

DURING THE ATTACK

• Contain the threat
• Warn potential victims if safe to do so
• Seek refuge for self and others in a secure room and lock the door
• Stay still and hide if in an open area
  - make yourself invisible
• Help direct responders
• Do not let others in the threat area
• Exit the building if away from the threat area

24 **Do NOTs**

DURING THE ATTACK

DO NOT...

… call friends or family on a cell phone
… make eye contact with the suspect
...attempt to speak to the suspect
...respond to affected area

25 **LAST RESORT**
- Only when your life is in imminent danger, take action against the shooter and attempt to disrupt and/or incapacitate him/her by:
  - Acting as aggressively as possible against him/her
  - Throwing items and improvising weapons
  - Yelling
  - Committing to your actions

NOTE: This course of action is still emerging and very controversial with emergency managers & law enforcement.

TUPD promotes RUN, HIDE, FIGHT actions.

26 **Recognizing concerning behaviors with violence potential in individuals and identifying appropriate actions**
Potential for Violence

27 **Typical Violent Offender Traits and Signals**
Traits
- Individuals with history of aggressive behavior
- Individuals who have developed into problem employee/student, beginning with small behavioral problems
- Individuals demonstrating behavioral signs indicating early stages of being psychologically challenged
Signals
- Verbal expressions of anger and frustration
- Threatening gestures
- Signs of drug or alcohol abuse
- Presence of or fixation with a weapon(s)

28 **Profile of the Violent Student**
- Rarely a prior history of physical violence
• Lengthy history of job or classroom problems
• Attack is pre-meditated and well planned

29 Protect Yourself

When encountering a potentially threatening person:
• Evaluate the situation
• Be alert for escalating threat throughout the encounter
• Do not isolate yourself with the person
• Ensure a clear path to the door or exit
• If you are concerned about a fellow student:
  • Confidential Reporting

30 Resources

You may find the following resources helpful in preparing for and preventing active shooter incidents:
• Active Shooter Desk Reference Guide
(http://www.dhs.gov/xlibrary/assets/active_shooter_booklet.pdf): This booklet provides guidance to individuals, including managers and employees, who become involved in an active shooter situation, and discusses how to react when law enforcement responds.
• Active Shooter Pocket-Sized Reference Card
(http://www.dhs.gov/xlibrary/assets/active_shooter_pocket_card.pdf): This guide provides a brief overview of how best to respond to an active shooter situation.
• Active Shooter Poster
(http://www.dhs.gov/xlibrary/assets/active_shooter_poster.pdf): This poster describes how to respond to an active shooter, as well as how to recognize signs of potential workplace violence.

Active shooter materials help managers, employees, training staff, and human resources personnel mitigate the risk of, and take appropriate action in response to, an active shooter situation.

These and other retail training resources can be found at the:
• Department of Homeland Security Commercial Facilities Web

- FEMA Emergency Management Institute (EMI) Independent
  Study Program Web site (http://training.fema.gov/is/crslist.asp

31iang UP
- We reviewed the traits of a potential violent person

- We reviewed proper active shooter protocol

- We reviewed some of your personal response guides

32ANG STEPS
- Go back and discuss the training session with your fellow
  faculty, staff and students
- Practice what if scenarios on your own
- Walk through and know your safe areas and exits
- Call me 504-452-7864 or TUPD 504-865-5381 or x55381 on
  campus if you have any concerns or questions

- PRACTICE...PRACTICE......PRACTICE....