



OPEN 24 Hours a Day, Every Day. Call 408-924-2222 or call from any campus Bluelight phone. **EMERGENCY: Dial 9-1-1**

## San José State Police Department Active Shooter Awareness



# Active Shooter Response Training





# TRAINING OBJECTIVES

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- Offer strategies to prevent and prepare for a potential Active Shooter incident
- Provide options to enhance survival when confronted with an Active Shooter
- Describe actions needed to safely interact with the responding police officers



# Definition of an Active Shooter

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An Active Shooter is a subject or subjects actively engaged in killing or attempting to kill people in a confined and populated area; Active Shooters primarily use firearms and there is no pattern or method to their selection of victims



# Active Shooter Events

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- Unpredictable
- Evolve quickly
- Continue until stopped by law enforcement, suicide or other intervention





# The Tragic Reality

R 91 music festival



Gilroy



UC Santa Barbara



Virginia Tech University



# It happens frequently (and continues to happen...)

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- 08/31/19: Public Roadway, Odessa, TX
- 08/04/19: Night Club, Dayton, OH
- 08/03/19: Store, El Paso, TX
- 07/28/19: Outdoor Festival, Gilroy, CA
- 08/01/17: Music Festival, Las Vegas, NV
- 12/02/15: Public Health Office, San Bernardino, CA
- 05/23/14: University Neighborhood, Isla Vista, CA
- 07/20/12: Movie Theater, Aurora, CO
- 04/16/07: University Campus, Blacksburg, VA
- 04/20/99: High School, Littleton, CO



# Lessons Learned

- Taking action makes a difference
- NEUTRALIZING THE THREAT IS NECESSARY TO SAVE LIVES
- Active Shooter Events are often over within 10-15 minutes (*before* the police arrive in half the cases)
- Actions YOU need to take to minimize or eliminate the threat





# Prevention & Detection

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- Harden the target (security upgrades)
  - ❖ Video surveillance of open areas
  - ❖ Peep holes on doors
- Report suspicious activity to police and your supervisory personnel
  - ❖ Implement an anonymous reporting system
  - ❖ Consider a multi-disciplinary team to assess potential threats
- Train and prepare!
  - ❖ A survivor mindset is critical



# Red Flag Indicators

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Although no single set of warning signs are reliable predictors of an Active Shooter, there can be “red flags”.

A “red flag” indicator is a questionable, suspicious or inappropriate behavior that may be presented through someone’s appearance, spoken or written words, or specific actions.



# Examples of Red Flag indicators

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- Behaviors which regularly interfere with the work environment
- Overly aggressive behavior or threats toward others
- Poor decision-making and coping skills
- Low frustration tolerance; overreaction to circumstances; anger management problems
- Notable change in behavior or appearance
- Writings, comments or social network postings endorsing violence; an unusual interest in violence



# SJSU Red Folder

**CSU** The California State University

## ASSISTING SPARTANS IN DISTRESS



### RESPOND PROTOCOL

Follow the chart to determine who to connect when faced with a distressed or distressing student.

**Is the student a danger to self or others, or does the student need immediate assistance for any reason?**

YES	NOT SURE	NO
The student's conduct is clearly and imminently reckless, disorderly, dangerous, or threatening including self-harm behavior.	The student shows signs of distress but I am unsure how serious it is. My interaction has left me feeling uneasy and/or really concerned about the student.	I'm not concerned for the student's immediate safety, but he or she is having significant academic and/or personal issues and could use some support or additional resources.
Call 911 or Campus Police	Call Behavioral & Crisis Intervention Team 408-924-6339	Refer students to an appropriate campus resource

**SJSU** SAN JOSÉ STATE UNIVERSITY

### CAMPUS RESOURCES

<b>SJSU Campus Police</b> (24-Hour Reporting & Evening Guide)	408-924-2222 or 4-2222 (on campus) Direct connect from any blue light phone.
<b>TIP NOW</b> (Anonymous Reporting System)	SJSU @ tipnow.org (email) 408-337-2919 (text/phone)
<b>SJSU Counseling Services</b> After-Hours Crisis:	408-924-5910 counseling.services@sjsu.edu 408-924-5910 (press 4)
<b>SJSU Behavioral &amp; Crisis Intervention Team</b> (Formerly CAIT) Concerned Behavior Reporting Form:	408-924-6339 www.sjsu.edu/behavioralcrisis
<b>Student Conduct &amp; Ethical Development</b>	408-924-5985 studentconduct@sjsu.edu www.sjsu.edu/studentconduct
<b>University Ombudsperson</b>	408-924-5995 ombuds@sjsu.edu www.sjsu.edu/ombudsperson/

**SEE SOMETHING. SAY SOMETHING. DO SOMETHING.**





# In an EMERGENCY

- Dial 9-1-1
- Blue Light Phone
- Cellphone:  
(408) 924-2222





# **RUN, HIDE, FIGHT: Options for surviving an Active Shooter Event**

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The following video produced by the City of Houston provides options for surviving an Active Shooter in its most elemental format



# Run, Hide, Fight!

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# RUN = Evacuate

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- Decide if you can escape safely
- If it is safe, run as fast as you can away from the direction of the gunshots
- DO NOT stop running until you are far away from the area
- Leave your belongings behind
- Help others escape, if possible
- Prevent individuals from entering the area, but not at the risk of your own safety



# RUN (other considerations)

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- Get away from the threat and identify a safe place
- When fleeing from danger, keep buildings, cars or other objects between you and the threat
- Do not attempt to move wounded people
- Call 911 when safe
- Text your family when you are safe
- **DO NOT pull the fire alarm**





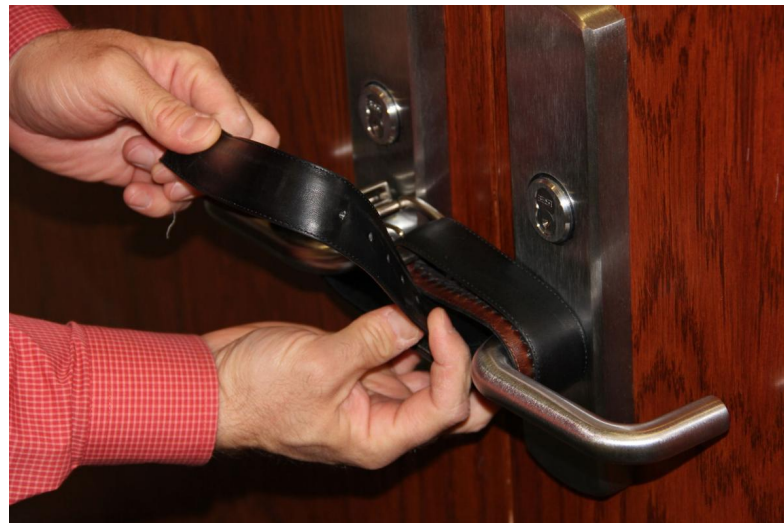
# HIDE = Lockdown

- If escape is not feasible; hide and create a stronghold
- Lock the door if possible, turn off the lights and close the blinds
- Barricade the door
- Take cover behind large items
- Silence your cell phones and turn off vibrate mode
- Remain quiet
- Move away from doors and windows





# Preventing Access





# Preventing Access





# Erect barricades on ALL of the doors



Fill in  
the  
voids

Suspect will take the Path of Least Resistance



# Good example of a barricade



Reinforce the primary barricade



# HIDE (other considerations)

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- Call 911 when it is safe to do so
- Once you have secured the door do not open it for anyone. Police will enter the room when the situation is over.
- Prepare yourself mentally and physically for the possibility of engaging the Active Shooter
  - ❖ Put yourself in a position to surprise the suspect(s) if they enter the room.



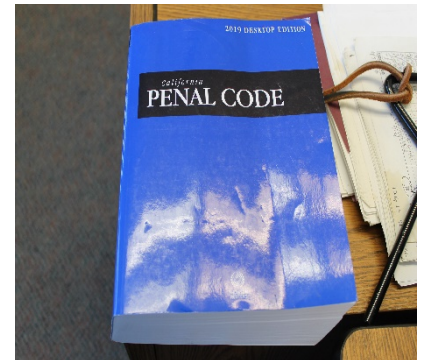
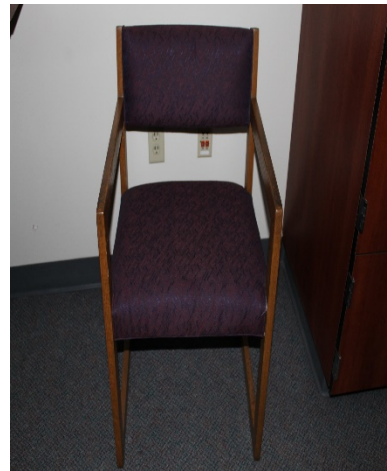
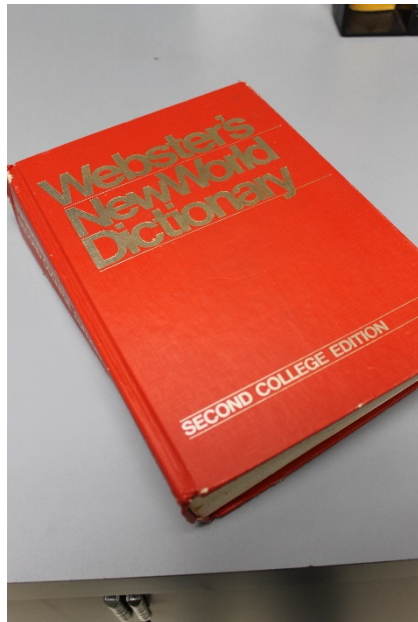
# FIGHT = Fight for your Life

- This is a last resort
- Commit to your actions!
- Act as aggressively as possible
- Improvise weapons
- Attack in a group
- Yell and and make loud noises to disorient the shooter
- If possible, grab the shooter's limbs and head, take them to the ground and hold them there.





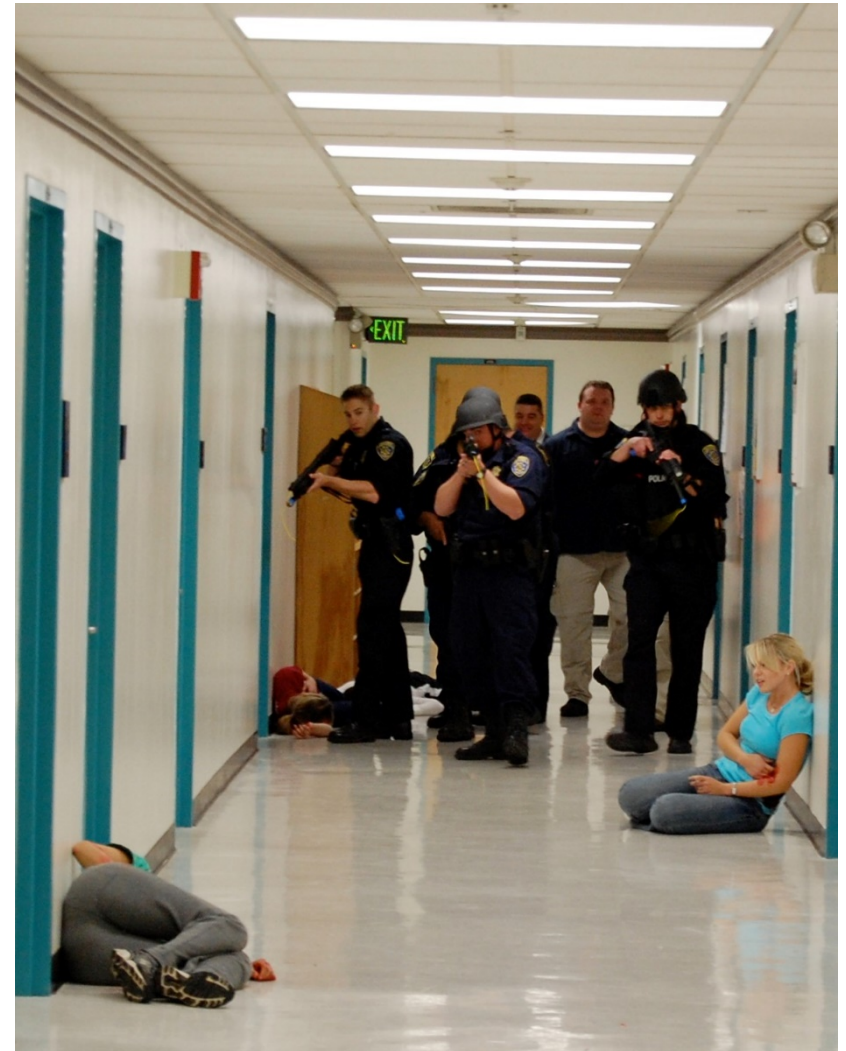
# Improvise weapons





# When police officers arrive on scene

- Their first priority is to eliminate the threat
- Officers will advance to the area where the last shots were heard
- Initial officers will not tend to injured victims nor stop to speak with you





# Additional Officers & Rescue Teams

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Officers may not be wearing traditional police uniforms

- Instead they may be in “tactical” gear with rifles, helmets and ballistic vests

To minimize risk, everyone must be treated as a suspect until the suspect is identified

- Officers will issue loud commands and may get physical





# Reacting to Law Enforcement

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- Remain calm
- DO NOT approach officers
- Follow all instructions by officers
- Put down any items and DO NOT pick up any weapons
- Raise hands and spread fingers
- Avoid quick movements
- Avoiding pointing, screaming or yelling at officers
- If you are barricaded in a room, DO NOT open the door





# Other Considerations

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Be aware there may be situations where people:

- May have limited or no English proficiency
- May be hearing or sight impaired
- May be mobility impaired

Do the best you can to help without putting yourself at risk



# Shelter in Place

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- Situations where there is no immediate threat to your location
  - ✓ Dangerous incident in the surrounding neighborhood
  - ✓ Dangerous incident at a nearby school
  - ✓ Any situation where you feel keeping your staff inside is the safest alternative



# Shelter in Place Considerations

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- Close all doors and windows (no barricades)
- Remain inside; engage in normal indoor activities
- Keep movement outdoors to a minimum
- Use buddy system when leaving your location
- Communicate with your co-workers if you plan to leave



# Training Summary

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- Plan & prepare
- Be aware of your environment
  - ❖ Always know your escape route
  - ❖ Identify possible dangers
- In the event of an Active Shooter: RUN, HIDE, FIGHT!
- Call 911 when it is safe to do so
- Never approach an officer during an active shooter situation



# Additional Resources

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- CPR and First Aid Training
- RAD program (Rape Aggression Defense)
- Active Shooter Training
- And more....



# Contact UPD

- Dial 9-1-1 from a campus phone
- or pay phone
- Use a Blue Light phone
- Cellphone: 1  
(408) 924-2222



Questions or comments?  
[police@sjsu.edu](mailto:police@sjsu.edu)