Preparedness Education: Intruder on Campus

Basic guidelines for responding to a violent intruder on campus
Session Objectives

• Participants understand the 3 Out approach in response to violent intruders.

• Participants apply the 3 Out approach to their own work areas.

• Participants are prepared to participate in a drill or exercise.

Get OUT  Lock OUT  Take OUT
Preparedness

**Prevention** efforts, such as threat assessment and physical security, are a vital part of any intruder response plan.

However, prevention efforts can fail and it is imperative that facilities have a **Response Plan** for active shooter and violent intruder scenarios.

The more a school discusses what to do, the more effective the response will be under stress.
Studies of Active Shooter Incidents Indicate:

• Most active shooter incidents are over in 5 minutes or less

• Average response time for Law Enforcement to arrive on scene is estimated between 5 to 7 minutes.

• Potential for Active Shooters to occur in schools/campuses because these areas are soft targets (multiple victims, confined/open areas, easy to access).
Five Stages of an Active Shooter

1. **Fantasy Stage** - Initially, the shooter only dreams of the shooting. He fantasizes about the headlines and the news coverage he’ll receive.

2. **Planning Stage** - He is determining logistics – the who, what, when, where and how of the infamous day. He may put plans down in writing and will often discuss these plans with others.

3. **Preparation Stage** - The suspect may be obtaining weapons. He may also do a practice run or walkthrough of the operation, gearing himself up for the assault. Potential shooters have been known to call friends and tell them not to go to school on a certain day.

4. **Approach Stage** - The suspect has made his plans and has committed himself to carry out the act. At this point, he may be moving toward the intended target and will most likely be carrying the tools that he’ll use.

5. **Implementation Stage** - Once the shooter begins the attack, immediate action must be taken. Initial responding officers need to immediately proceed to the suspect and stop the threat.
INSTITUTIONAL PREPAREDNESS

- Institutional Access Control; keys, swipe cards, pass codes.
- Effective and flexible Emergency Management Plans
- Emergency Egress Plans. Includes persons with special needs.
- Assignment of Floor Monitors equipped with training, floor plans, personnel lists and contact numbers.
- Department of Campus Security coordinates plans and responses with local law enforcement and emergency responders.
- Routine training and exercises.
INDIVIDUAL PREPAREDNESS

• Identify primary and secondary exits
• Pre-Plan for your Specific Environment
  – Locks
  – Barricade
  – Instructions for Students
• Situational Awareness
RECOGNIZING POTENTIAL WORKPLACE VIOLENCE

There may be indicators of potential violence; People typically do not “just snap,” but display indicators of potentially violent behavior over time.

• Outbursts of anger or rage without provocation
• Preoccupation with personal injustices
• Talk of previous incidents of violence
• Increased unsolicited comments about firearms, weapons, or violent crime

Bystander Intervention: “If you see something, say something.”
Reporting a Specific Concern

• Behavioral Issues should be reported to your Department Chair

• Call Department of Safety; x3110 (on campus); call 484-664-3110 if using cell phone
3 Outs

Replace the basic lockdown concept with a simple 3 Out system:

- Get OUT
- Lock OUT
- Take OUT
Get Out

• Begin to develop **awareness** of your exit options now.

• Start to **pre-plan** when in your classroom, office or general area/location.

• Thinking about a plan ahead of time will help you if faced with an actual situation.
• If the intruder is in your immediate area or if your area cannot be secured by a Lock Out and you can safely do so, **Get Out**.

• **Get Out** using exits or even ground floor windows.

• **Evacuate** to an area that can be secured (Lock Out) or far enough away from the building to be safe.

• When you can do so safely, **call Campus Safety and 911**.
If the intruder is in your immediate area and you cannot Get Out, secure your room with a Lock Out.

- Lock the door if you can.
- Call Campus Safety as soon as you can do so safely.
- Remain quiet & try to remain out of intruder’s view (hide).
- Silence cell phones; don’t turn them off; text updates.
- Look for areas that provide protection if shots are fired.
- Be prepared to Get Out or Take Out if intruder gains entry.
Barricading Doors.... (video)
Tying Off Doors... (video)
Jamming Door Handles... (video)

For handicap accessible handles (levers pushed downward to open), wedge a chair or small table between the handle and door, preventing the handle from unlatching the door.
Add metal clasp/carabineer; push on tight; prohibits door from being opened; also barricade door
Tightly wrap book bag strap around door hardware; close to door and frame itself; also barricade door.
Limit the Lockdown.

• A lockdown creates a static and passive environment for the attacker, giving the shooter a greater tactical advantage:
  – Shooter is looking for a target-rich environment
  – Targets are passive and accessible
  – Shooter will not negotiate
  – Shooter does not have an exit strategy
  – Seconds can make a difference
The Take Out option is to be used as a last resort:

If the intruder poses serious danger to your safety or the safety of others, and you cannot Get Out or Lock Out, fighting back against the attacker may be your only last option – Take Out.

✔ You MUST commit to your actions.
✔ Attempt to incapacitate the violent intruder; act with aggression.
✔ Work together with other people.
✔ Use improvised weapons such as fire extinguishers, chairs, books.
✔ Use distractions – throw things to divert attention to enable an escape.
Take Out... (video)

If you are in direct contact with the attacker and the attacker is blocking your path, then there is no way you can Lock Out or Get Out. You may have to fight back and Take Out the attacker.
Law Enforcement Response

When law enforcement arrives on the scene, remember:

✓ Their response to an intruder situation is focused on locating and neutralizing the threat; they will NOT stop to render aid to the wounded.

✓ DO NOT leave a secure area to approach responders.

✓ All persons may be treated as suspects until determined otherwise.

✓ Follow law enforcement commands; hands above your head, fingers spread, no screaming/yelling, and keep moving.

✓ While response to a shooter is rapid, searching and safe guarding a school may take several hours.
Remember:

The goal of the 3 Out system is to delay the attacker’s access in order to prevent and minimize casualties before law enforcement arrives.
### To Summarize: 3 Outs

<table>
<thead>
<tr>
<th>Get OUT</th>
<th>Lock OUT</th>
<th>Take OUT</th>
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<tbody>
<tr>
<td>Violent Intruder is in your immediate area, but there is a path to escape.</td>
<td>Violent Intruder is in your building, but not in your immediate area.</td>
<td>Violent Intruder is attacking, and there is no path to escape.</td>
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- Use exits or ground floor windows to leave the area immediately.
- Evacuate to an area that can be secured or far enough away from the building to provide safety.
- Look for areas that provide protection if shots are fired.

- Quickly gather students from unsecured areas.
- Lock, barricade, tie off door.
- Turn off lights.
- Remain quiet & hide from view.
- Silence cell phones.
- Looks for path of escape.
- Prepare next steps.

As a last resort:

- Attempt to incapacitate the intruder.
- Use improvised weapons.
- Work together; throw objects in unison.
- Act with aggression.
- Commit to your actions.
How to Report:

• Call Campus Safety (Dispatch) ext. 3110
• Call 911
• Utilize the on-campus Emergency Phones
• If using cell, call 484-664-3110 for Campus Safety
  - Campus Safety Dispatch is staffed 24/7; you will always get a live voice.
Communication to Campus:

• The Crisis Leadership Team will alert the campus community in relation to crime-related and other potentially threatening situations in an accurate and timely fashion by means of a “Campus Timely Warning Notice or an Emergency Notification.”
Acknowledgements:

• Homeland Security
• Pennsylvania State Police
• Allentown Police Department
• South Central Criminal Justice Task Force
• Safe Schools
• Stay Safe
• Messiah College Department of Campus Safety