

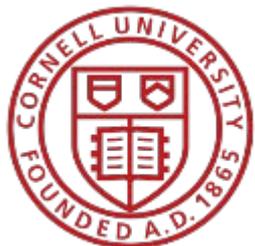
# Mass Shooting/Active Shooter Situations: Resources for CCE Associations

Keith G. Tidball, PhD

Senior Extension Associate &

Assistant Director, Cornell Cooperative Extension,  
Disaster Education, Military Families, and Veterans





# Why?

Between the years 2000 to 2013, “the FBI identified 160 active shooter incidents and 1,043 casualties – an average of 6.4 incidents occurred in the first seven years, and 16.4 occurring in the following seven.”

<https://www.fbi.gov/about-us/office-of-partner-engagement/active-shooter-incidents/a-study-of-active-shooter-incidents-in-the-u.s.-2000-2013>

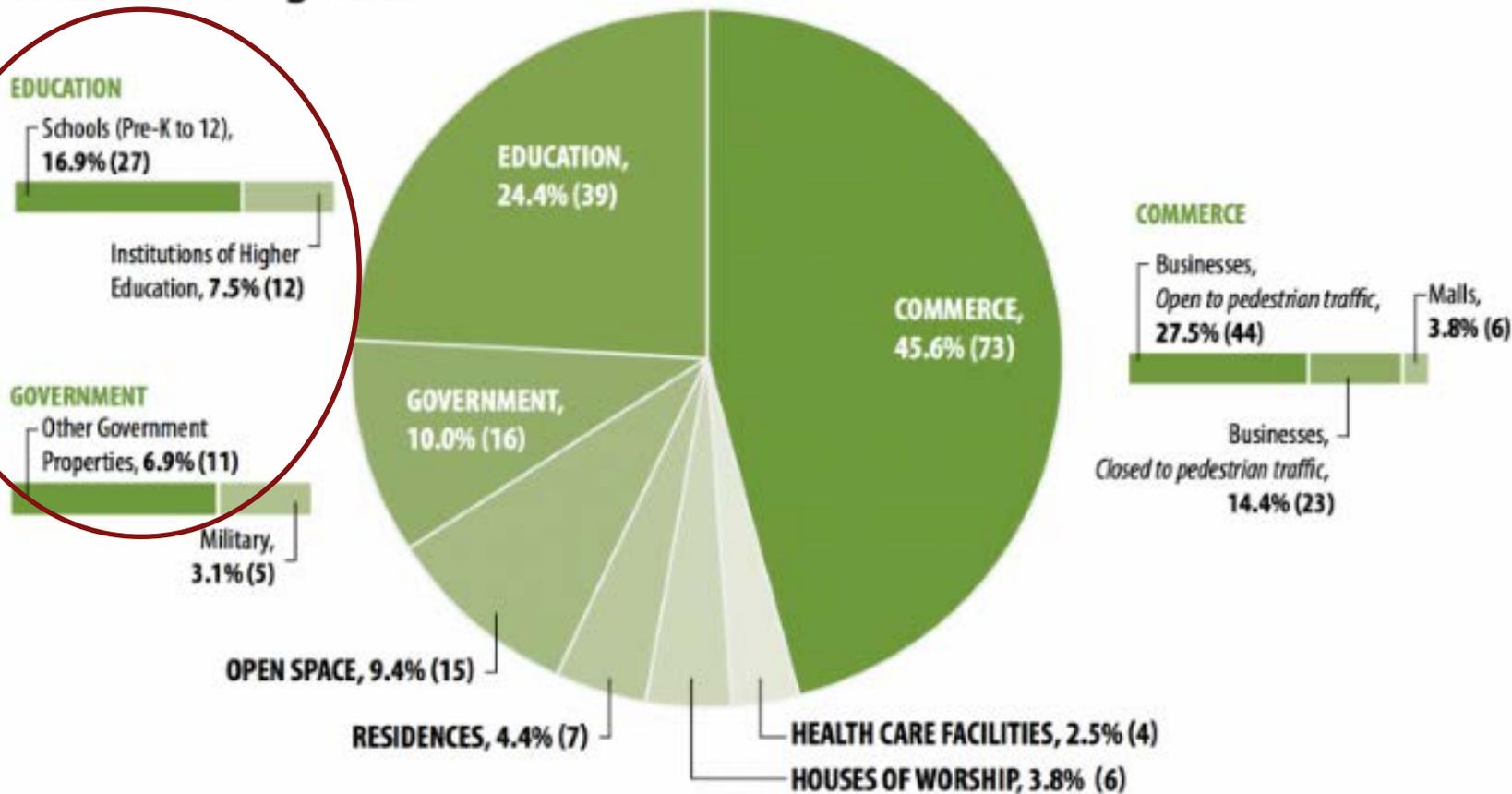


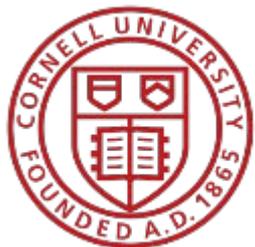
Cornell University  
Cooperative Extension



EXTENSION DISASTER  
EDUCATION NETWORK

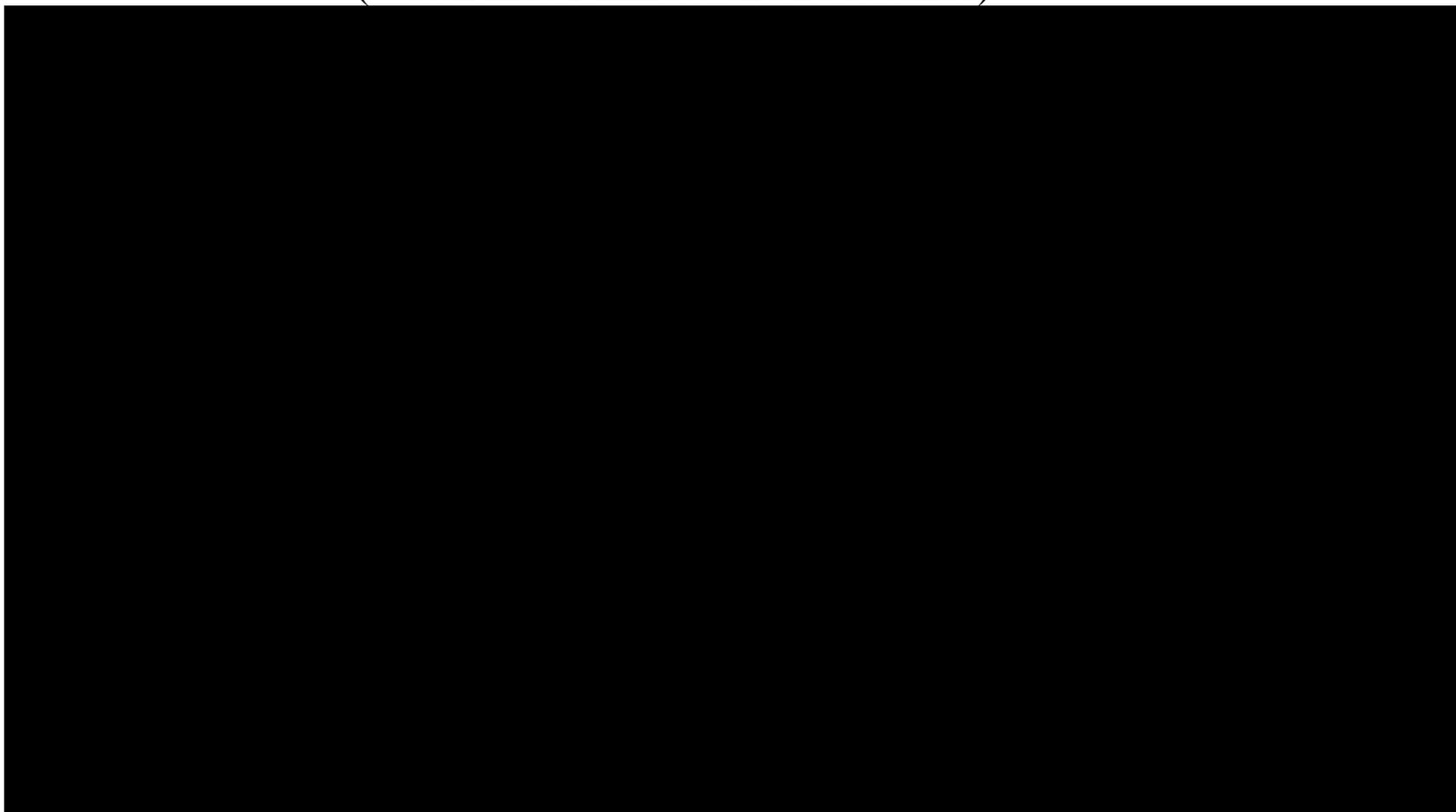
# A Study of 160 Active Shooter Incidents in the United States Between 2000 - 2013: Location Categories

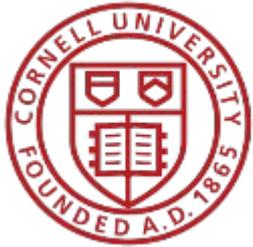




# Why?

(Watch first 1 minute and 20 seconds)





## What is a Mass Shooting? What is an Active Shooter?

A mass shooting occurs when an active shooter succeeds in wounding or killing multiple victims.

The term active shooter began to be used in the wake of the Columbine High School Massacre and has since been used to describe instances like those mentioned above. The United States Department of Homeland Security describes an active shooter as:

*“an individual actively engaged in killing or attempting to kill people in a confined space or other populated area. In most cases, active shooters use firearms and there is no pattern or method to their selection of victims.”*

# Is there a role for CCE?

- Our first role is to protect ourselves thru preparedness.
- Our second role, in keeping with the CCE mission, is to pursue economic vitality, ecological sustainability and *social well-being*.
- CCE NY EDEN helps bring local experience and research based solutions together to help NYS families and communities thrive.



# Roadmap

- Section 1- Learn how to protect ourselves and our employees
- Section 2 - Learn how to provide educational resources to our stakeholders and communities



**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 . . .”**

**Active shooter situations are unpredictable and evolve quickly.**

**Are you prepared?**



# Section 1: How do we protect ourselves at our work place?

## 1. Recognize the signs of potential violence.

Workplace and active shooter violence can start from small incidents and can escalate quickly – social isolation, crying or temper tantrums, swearing or emotional language are just a few of the signs that an employee or patron might be under a high level of stress and therefore more likely to commit an act of violence. Be on the lookout for signs of high stress and change in behaviors, you might be able to prevent an active shooter situation from occurring in the first place.

For excellent resources on how to recognize the warning signs, see the Cornell ILR website [“Workplace Health and Safety”](#)



# How do we protect ourselves at our work place?

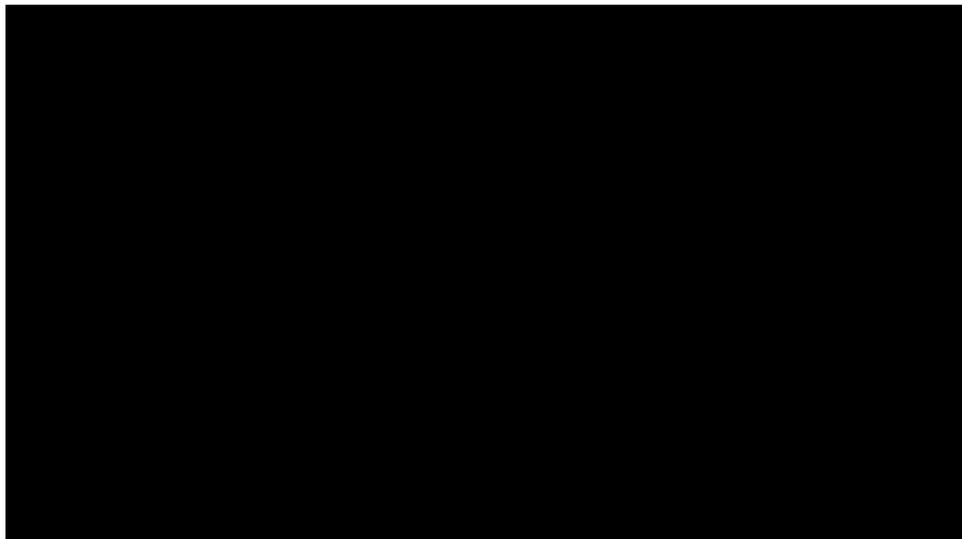
## 2. Create an active shooter response plan.

### Key Components of an Active Shooter Plan

- **Develop a plan.** These situations require different measures than other emergencies like fire or natural catastrophe, so while practice can be done similarly, the plan itself must address the distinct characteristics of the risk.
- **Identify shelter.** There is usually an area in the workplace that can easily be made more secure, such as an office with a locking door. Let employees know about this preferred shelter-in-place location and, while not all employees may be able to reach it in a crisis, this will also help remind everyone about best practices for safely sheltering in place.
- **Engage law enforcement.** In addition to opening lines of communication with first responders, ensure local authorities have detailed information about your workplace, including floor plans, where possible. The more information responders can have going in, the faster and more effective they can be.
- **Educate employees.** Inform staff of the plans and procedures that will be essential in such a crisis, including what to do if they can run, hide and shelter in place, or must fight. It is also important that they know what to expect from responders and not to interfere with law enforcement. Managers should be ensuring that this information filters down to the entire staff.
- **Make training routine.** Whether in the form of videos, security policy reminders, or drills, the more training provided, the more confident employees will feel in their response, and the more effective that response will be.
- **Account for the aftermath.** Your response plan should address what to do to get back to normal, including counseling for employees, business continuity plans and information on any insurance coverage that may be triggered.

How do we protect ourselves at our work place?

3. Publicize actions to take when confronted with an active shooter.



Indiana University has publicized their active shooter actions in a very robust way.

You can survive an **ACTIVE SHOOTER**  
 If you find yourself in harm's way, take fast and decisive action.

**RUN**

If a safe path is available, **RUN**:

- Do not hesitate; get out
- Leave your belongings
- Prevent others from entering the area
- Call 911 when you are safe

**HIDE**

If you can't get out safely, **HIDE**:

- Stay out of shooter's view and be quiet
- Silence your phone
- Lock/barricade doors
- Call 911 if it is safe to do so

**FIGHT**

As a last resort, **FIGHT**:

- Fight with all out commitment
- Be physically aggressive
- Use improvised weapons
- Fight to incapacitate the shooter

Confidence comes from being prepared.  
 If you're there, you'll know what to do and you'll know what to do when you get back to work.

# How do we protect ourselves at our work place?

## 4. Manage the consequences of an active shooter.



- ✓ Attend to self care.
- ✓ Pay attention to your emotional health.
- ✓ Try to recognize when you or those around you need extra support.
- ✓ Avoid over-exposure to media.



- ✓ Maintain contact with friends and family.
- ✓ Focus on your strength base.
- ✓ Talk to others as needed.

## Section 2: How do we educate our stakeholders and communities?

- Develop awareness - Use social media to advertise available resources (passive)
- Develop awareness – prioritize awareness and preparedness on your own website (passive)
- Host and conduct training for individuals, small businesses, etc. (active)

# Develop Awareness – use social media



- ✓ If your association does not yet use Twitter, you probably should.
  - ✓ Crisis Communication
  - ✓ Regular reminders to followers of your persistent presence
- ✓ Follow @CCE\_Disaster !!
  - ✓ Makes it simple to get info out with minimal time investment – just retweet!
  - ✓ May also help your association stay aware or become aware more quickly to developing threats and emergencies



# Develop Awareness - websites

- Customize your own page and direct traffic to CCE NY EDEN state page/resources

HOME ABOUT US DONATE EVENTS JOBS RESOURCES STAFF VOLUNTEER STAFF ONLY
Search



## Cornell Cooperative Extension Franklin County

4-H Youth | 4-H Camps | Agriculture | Energy | Environment | Family, Health & Well-Being | Gardening | In The News | Program Payment

[Contact Us](#)
[Find Us](#)

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### Winter Weather

Find tips on winter driving, personal and pet safety in frigid weather, how to prepare for winter storms, links to Cornell's EDEN website, and more, here on our Emergency Preparedness pages.

Read more >



### Winter & Emergency Links



For information on what to do during a variety of natural disaster, EDEN, Cornell Cooperative Extension's Extension Disaster Education Network provides a wealth of resources.

[Winter Storms](#)

[Power Outages](#)

[Flooding](#)

[NY CCE Eden Facebook](#)

[NY CCE Eden Twitter](#)

Home Twitter Facebook LinkedIn

**Cooperative Extension puts a wealth of useful, research-based information at your finger tips!**

In addition to what you'll find here on our website, we offer free or low-cost workshops on topics that range from how to make healthy food on a budget to starting a home vegetable garden. Explore our links, check out our upcoming events, then give us a call or visit the CCE-Franklin Education Center to learn more. We're here to help, with information – and people – you can trust!

NORTHEAST

## Beginning Farmers PROJECT

Apply Now for Beginning

16 Openings to support farmers with 3-9 years experience, application deadline March 15.



**Healthy Living**

Utilizing funds awarded by United Health Care, Nutrition Educator, Dee Ewert, provides



**Harry's Back**

Award winning Agricultural Outreach Educator, Harry Effenberger, is now working at CCE Franklin

# Develop Awareness - websites

HOME ABOUT US DONATE EVENTS EMPLOYMENT RESOURCES STAFF VOLUNTEER

Search



## Cornell Cooperative Extension Onondaga County

Agriculture | Energy | Environment | Gardening | Nutrition & Health | 4-H Youth

Contact Us Find Us

### Emergency Preparedness

Animals & Pets

Chainsaw Safety

Flood Recovery

Food & Water in Emergencies

Flooded Gardens & Crops

Water & Septic Issues

Winter Weather Safety

### Personal Safety



Find guidelines on buying and maintaining a chainsaw, and tips on how to use it safely and efficiently on our [Chainsaw Safety](#) page.

[Safe Operation of Emergency Generators](#) (541kb PDF) A 6-page booklet by Eric Hallman & Richard Peterson of the Cornell Agricultural Health and Safety Program.

[Guidelines for Handling Water-Damaged Electrical Equipment](#) (405kb PDF) from the National Electrical Manufacturers Association (NEMA).



A car in Buffalo, NY crushed during a snow storm (2006)

Home > Environment > Emergency Preparedness



### Emergency Preparedness

Cornell Cooperative Extension is a valuable resource when it comes to questions about managing home, farm, business, and natural resource challenges. This is especially true when New Yorkers are faced with disaster. CCE provides evidence-based information and education about disaster readiness and response, including specialized expertise in agriculture and natural resources management.



### Winter Weather Safety

Learn how you can better prepare yourself for the bitter winters of New York State.



### Animals & Disasters

Making a disaster plan and evacuation kit can help keep your pets safe in an emergency. Learn how you can be prepared with



Cornell's Extension Disaster Education Network (EDEN) pages include flood safety and recovery resources, water quality information, and more.

### Events



[Ticks and Tick-Borne Illnesses](#)

[Educational Forum](#)

Tomorrow

5:30 PM - 6:30 PM

[Thornden Park Maple Day](#)

# Develop Awareness - websites



**Cornell University**  
Cooperative Extension

SEARCH:

CCE Pages  
  Cornell Pages  
  People  
more options

[NYS EDEN Home](#)  
 [Cornell Cooperative Extension](#)  
 [About](#)  
 [Program Areas](#)  
 [Join Us](#)  
 [News](#)  
 [Local Offices](#)



Linking extension educators, emergency managers, and community officials to enhance resilience and reduce the impact of disasters in New York communities.

**Home**

**About NY EDEN**

**Agrosecurity**

**Crop Insurance & Disaster Resilience**

**Disaster Preparedness**

**Disease**

**Family Matters**

**Farm Disaster Preparation Certificate**

**Homeland & Personal Security**

**Natural Disasters**

**Other Emergencies**

**Organizations**

**Disasters and Disabilities**

**Research**

**Training**



Infectious Diseases



Disaster Preparedness



Agrosecurity/Food Safety



Hazardous Materials



Fire



Power Outages



Natural Disasters



Winter Storms



Radiological Incidents



Animals in Emergencies



Homeland & Personal Security



National EDEN

**EDEN Resources**

- [New! Zika Virus Information](#)
- [Prevent Bird Flu in NYS!](#)
- [Real-time Disaster tracking](#)
- [NY EDEN in the NEWS](#)
- [NY EDEN 101](#)
- [Cornell University Disaster Relief and Outreach](#)
- [Storm Archives](#)



# Develop Awareness - websites

<http://eden.cce.cornell.edu/HomelandSecurity/Pages/Mass-Shootings.aspx>



Linking extension educators, emergency managers, and community officials to enhance resilience and reduce the impact of disasters in New York communities.

- [Home](#)
- [About NY EDEN](#)
- [Agrosecurity](#)
- [Crop Insurance & Disaster Resilience](#)
- [Disaster Preparedness](#)
- [Disease](#)
- [Family Matters](#)
- [Farm Disaster Preparation Certificate](#)
- [Homeland & Personal Security](#)
  - [Cyber- Security](#)
  - [Identity Theft](#)
  - [Terrorism](#)
  - [War](#)
  - [Mass Shootings](#)
- [Natural Disasters](#)
- [Other Emergencies](#)
- [Organizations](#)
- [Disasters and Disabilities](#)
- [Research](#)
- [Training](#)

[New York Extension Disaster Education Network \(NY EDEN\)](#) > [Homeland & Personal Security](#) > [Mass Shootings](#)

## Mass Shootings

### Mass Shootings

Mass shootings include mass murders and spree killings. They are conducted by one or more "active shooters." The FBI defines mass shootings as "Four or more murders occurring during the same incident, with no distinctive time period between the murders. These events typically involve a single location, where the killer murdered a number of victims in an ongoing incident." There may or may not be additional persons injured in such events. With exceptions, many acts of mass murder end with the death of the perpetrator(s), whether by direct suicide or being killed by law enforcement personnel. Though a mass murder differs from a spree killing in that a mass murder may be committed by individuals or organizations, whereas a spree killing is committed by one or two individuals, we group them together here. According to an article in *Psychology Today*, FBI crime data indicates that since 1980, single victim killings have dropped by more than 40 percent, but mass shootings are on the rise. A *New York Times* article researched the frequency of mass shootings and found that during the 20th century there were about one to two mass murders per decade until 1980. Then they spiked, with nine during the 1980s and 11 in the 1990s. Since the year 2000 there have been at least 27, including the massacre in Aurora, Colorado, and in Newtown, CT.

#### Quick Links

- [DHS Active Shooter](#)
- [CU Safety Guidelines for active shooter](#)
- [Coping with Mass Violence and Shootings](#)

### Be prepared

An Active Shooter is an individual actively engaged in killing or attempting to kill people in a confined and populated area; in most cases, active shooters use firearms(s) and there is no pattern or method to their selection of victims. Active shooter situations are unpredictable and evolve quickly. Typically, the immediate deployment of law enforcement is required to stop the shooting and mitigate harm to victims. Because active shooter situations are often over within 10 to 15 minutes, before law enforcement arrives on the scene, individuals must be prepared both mentally and physically to deal with an active shooter situation. Spend the time to familiarize yourself with resources such as the [US Department of Homeland Security's Active Shooter](#) booklet so that you are able to confidently respond to an active shooter incident.

To best prepare your staff for an active shooter situation, create an Emergency Action Plan (EAP), and conduct training exercises. Together, the EAP and training exercises will prepare your staff to effectively respond and help minimize loss of life.

Create the EAP with input from several stakeholders including your human resources department, your training department (if one exists), facility owners / operators, your property manager, and local law enforcement and/or emergency responders.

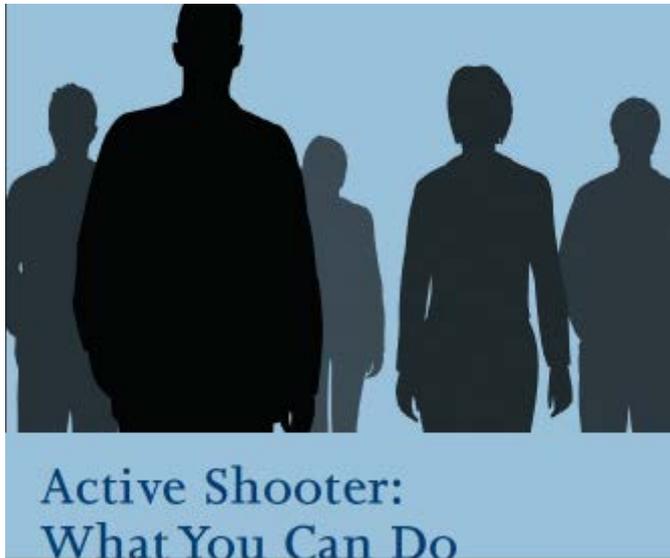
For more information on creating an EAP contact the U.S. Department of Labor, Occupational Health and Safety Administration, [www.osha.gov](http://www.osha.gov)

# Host and Conduct training

- CCE Associations may want to fill this educational gap, and simultaneously drive home the point that cooperative extension has evidence-based resources when needed most.
- Host extensive scenario trainings to include actual hands-on exercises
- Serve as a clearinghouse to conduct DHS/FEMA Emergency Management Institute online courses for citizens



# Host and Conduct training



Student Manual

March 2012



## Course Overview

This course provides guidance to individuals, including managers and employees, so that they can prepare to respond to an active shooter situation.

By the end of this course, you will be able to:

- Describe actions to take when confronted with an active shooter and responding law enforcement officials.
- Recognize potential workplace violence indicators.
- Describe actions to take to prevent and prepare for potential active shooter incidents.
- Describe how to manage the consequences of an active shooter incident.

Not all recommendations provided here will be applicable at every facility. This course is intended to provide guidance to enhance facility-specific plans and procedures.



This course should take approximately **45 minutes** to complete.



[Select this link to access a printable version of this lesson.](#)

# Host and Conduct training

## Emergency Management Institute



# FEMA

This Certificate of Achievement is to acknowledge that

**KEITH G TIDBALL PHD**

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:

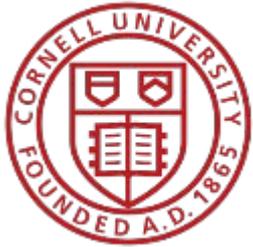
**IS-00907**

**Active Shooter: What You Can Do**

*Issued this 10th Day of July, 2013*

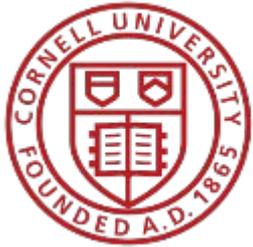


  
Tony Russell  
Superintendent  
Emergency Management Institute



## Training Resources

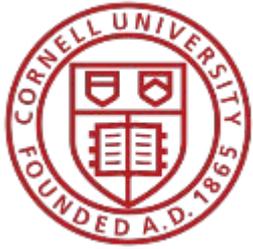
- [US DHS Active Shooter Awareness Virtual Roundtable/webinar](#)
- [Active Shooter: What You Can Do](#)
- [Active Shooter Booklet](#)
- [Active Shooter Pamphlet](#)
- [Active Shooter Poster](#)
- [Active Shooter Poster \(Spanish\)](#)
- [Active Shooter Pocket Card](#)
- [Active Shooter Pocket Card \(Spanish\)](#)



## Scenario and Instructional videos

- DHS – Active Shooter Situation – Options for Consideration  
<https://www.youtube.com/watch?v=ol5EoWBRYmo&feature=youtu.be>
- Advanced Law Enforcement Rapid Response Training (ALERRT) Center at Texas State University - Civilian Response to Active Shooter <https://www.youtube.com/watch?v=j0lt68YxLQQ>
- DHS/City of Houston's Office of Public Safety – Surviving an Active Shooter Event  
<https://www.youtube.com/watch?v=h86rpUm3DA8>

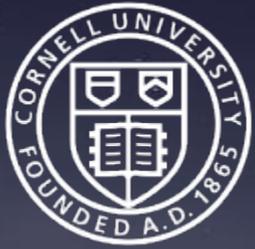




## Take away message

*“We are not helpless, and the actions we take matter.”*





# Thank you!

[KGTidball@cornell.edu](mailto:KGTidball@cornell.edu)

