

Unitarian Church of Barnstable

April 27, 2019

Active Intruder Training

Agenda

- Welcome
- Safety brief
- Instructor Introduction
- Program overview

Active Intruder Training

Welcome

Training schedule

Class will run 2 – 2.5 hrs

Breaks

60 minutes in

Cellphones

Please silence cellphones

Class participation

Questions are encouraged

Active Intruder Training

Lieutenant with the Yarmouth Police Department. Law Enforcement career began in 1991

MBA Public Administration

Active Shooter Instructor since 2001

Civilian Response to Active Intruder Instructor since 2015

Level IV Instructor with the Municipal Police Training Committee

Assisted with the development and implementation of the state-wide active shooter response training program

Active Intruder Training

Program overview

- **Definition of Active Intruder/Hostile Event**
- **Disaster response**
- **Decision making**
- **Case studies**
- **Statistical review**
- **Security planning**
- **Law enforcement response**
- **De-escalation techniques**

Active Intruder Training

Active Intruder/Hostile event is defined as; an individual or individuals “actively engaged in killing or attempting to harm/kill people in a confined and populated area”

Active Intruder Training

Active Intruder/Hostile Events are generally unpredictable and evolve quickly. Individuals must be prepared to deal with the event before law enforcement arrives.

Active Intruder Training

No single answer exists for what to do during an incident, but a survival mindset, pre-planning and preparation can increase the odds of surviving and reducing injuries.

Active Intruder Training

Why is this training important?

Average law enforcement response is 3 to 5 minutes

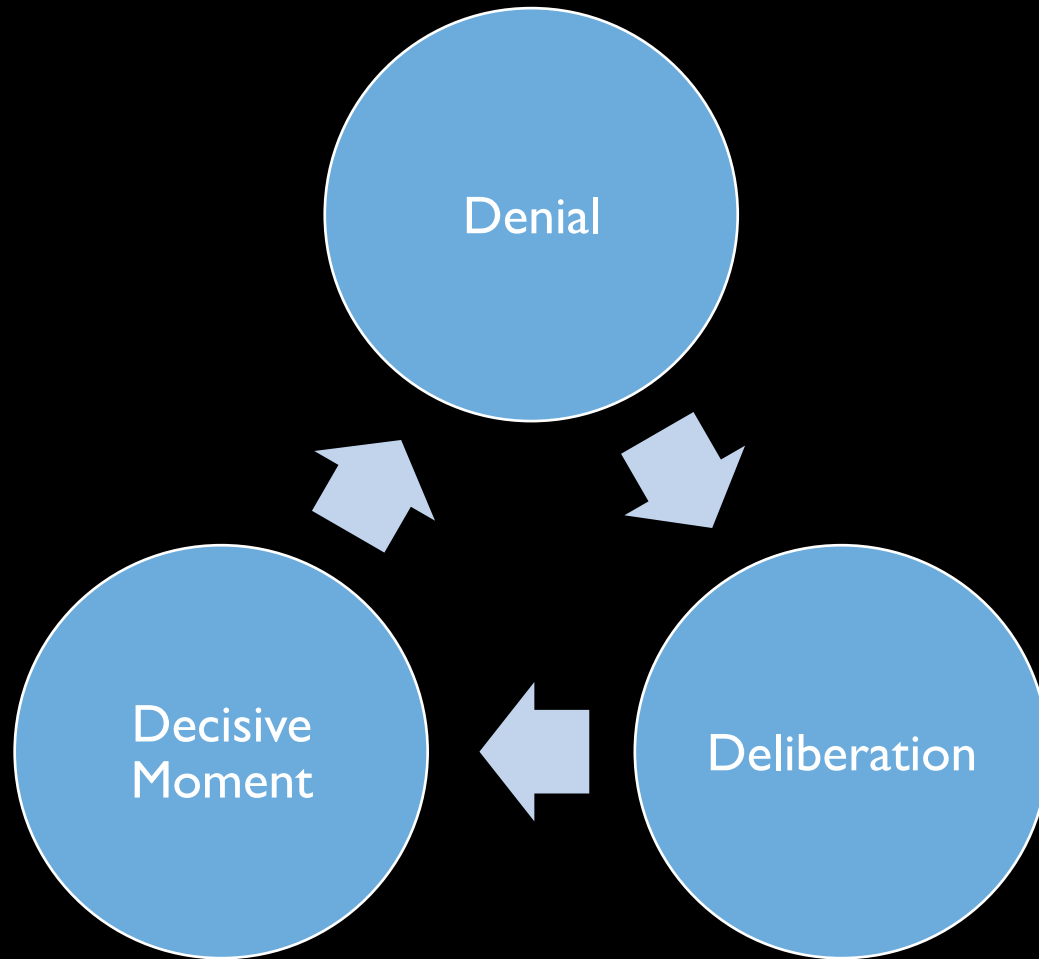
Average time of the event from beginning
to end is 4 to 7 minutes

The majority of Active Killer/Hostile Events are **OVER** before the
police arrive

YOU ARE THE FIRST RESPONDER

Disaster Response

Three Stages of Disaster Response



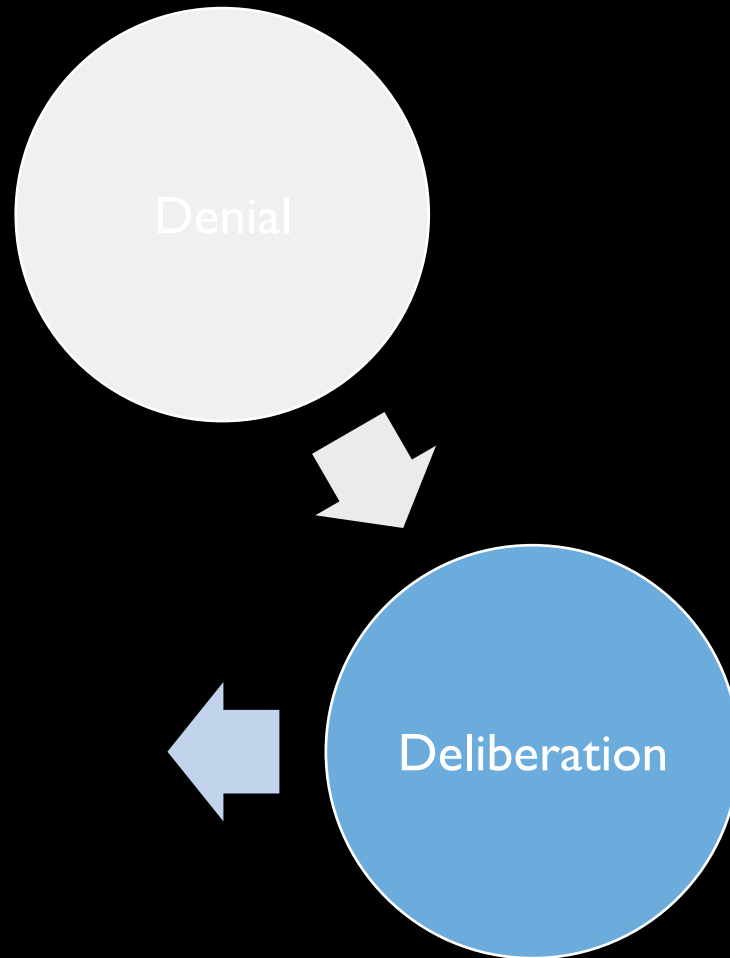
Denial

Normalcy bias effects people during an disaster

- People tend to underestimate the situation
- Portion will panic or freeze
- Denial of the situation they are facing

The quicker we can recognize the situation for what it is, the faster we can take action

Three Stages of Disaster Response



Deliberation

Once past the denial stage
we need to make a decision
and take action

This process is often slowed
by the effects of stress the
person is experiencing



Deliberation

- Calm yourself
- Control breathing
- Shift your emotion
- Stay fit
 - Physically
 - Mentally



**KEEP
CALM
AND
CARRY
ON**

Deliberation

Decision making can be greatly improved by planning and training

It is important to create a plan of action and then practice the plan

Deliberation

- Plan
- Practice

Plan

Work and Home:

Develop an all hazards plan for emergency situations

- Medical emergency
- Active Intruder
- Weather related emergency
- Unusual circumstances
 - Bomb threat, chemical spill, etc.

Practice

Practice what is implemented

Conduct drills at work and home-

Review plans on a regular basis and update as needed

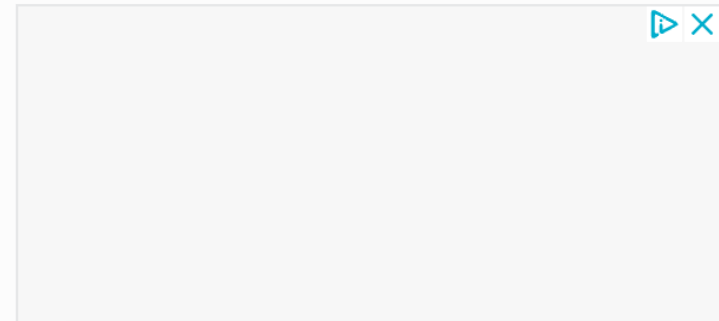
- Considerations – who calls 911, evacuation vs lockdown, evacuation routes, etc.

Code Word Saves Arizona Girl, 11, From Possible Abduction: Police

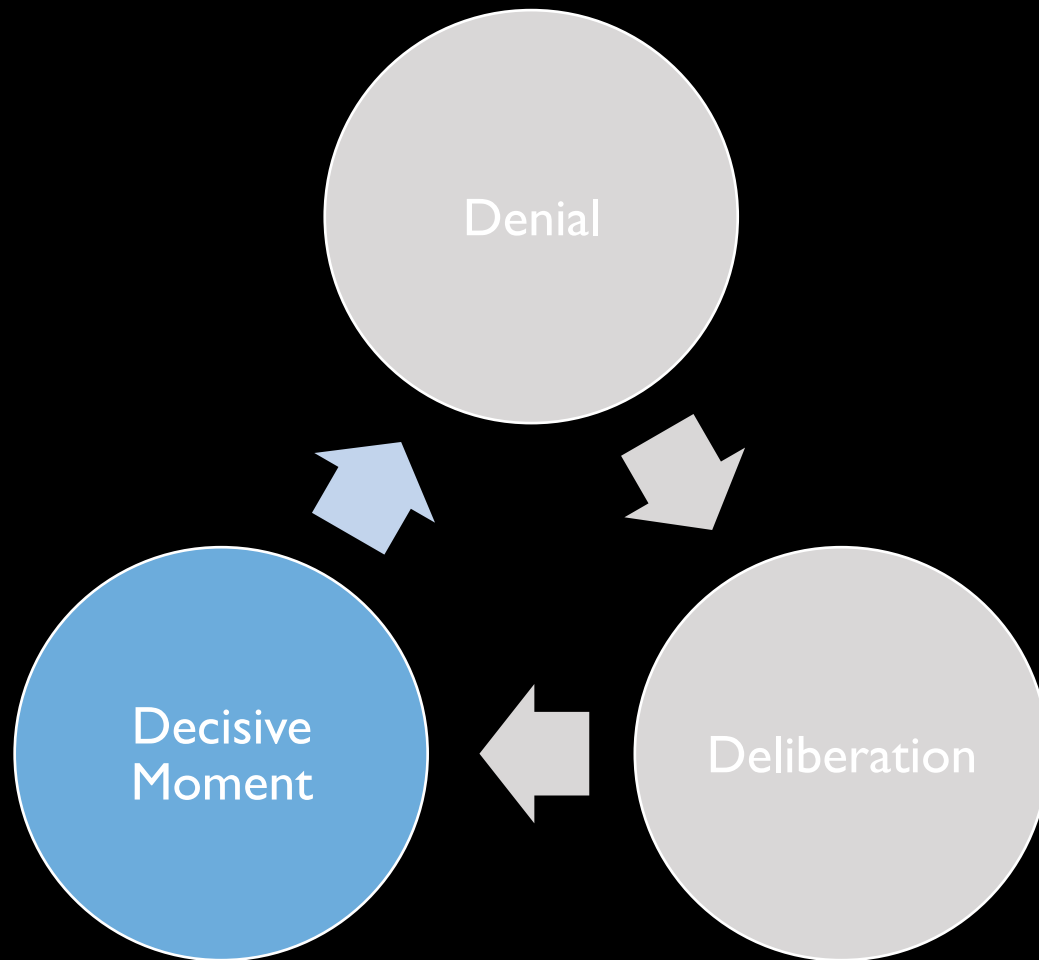
A code word saved an 11-year-old Arizona girl from possible abduction, police say, advising parents to revive the tactic.

Dalbey, Patch National Staff | Nov 12, 2018 3:08 pm ET | Updated Nov 12, 2018 3:37 pm ET

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Three Stages of Disaster Response



Decisive Moment

Once a decision is made it is time to act

Act with conviction and purpose!

The worst thing you can do is nothing at all

Hope is not a strategy

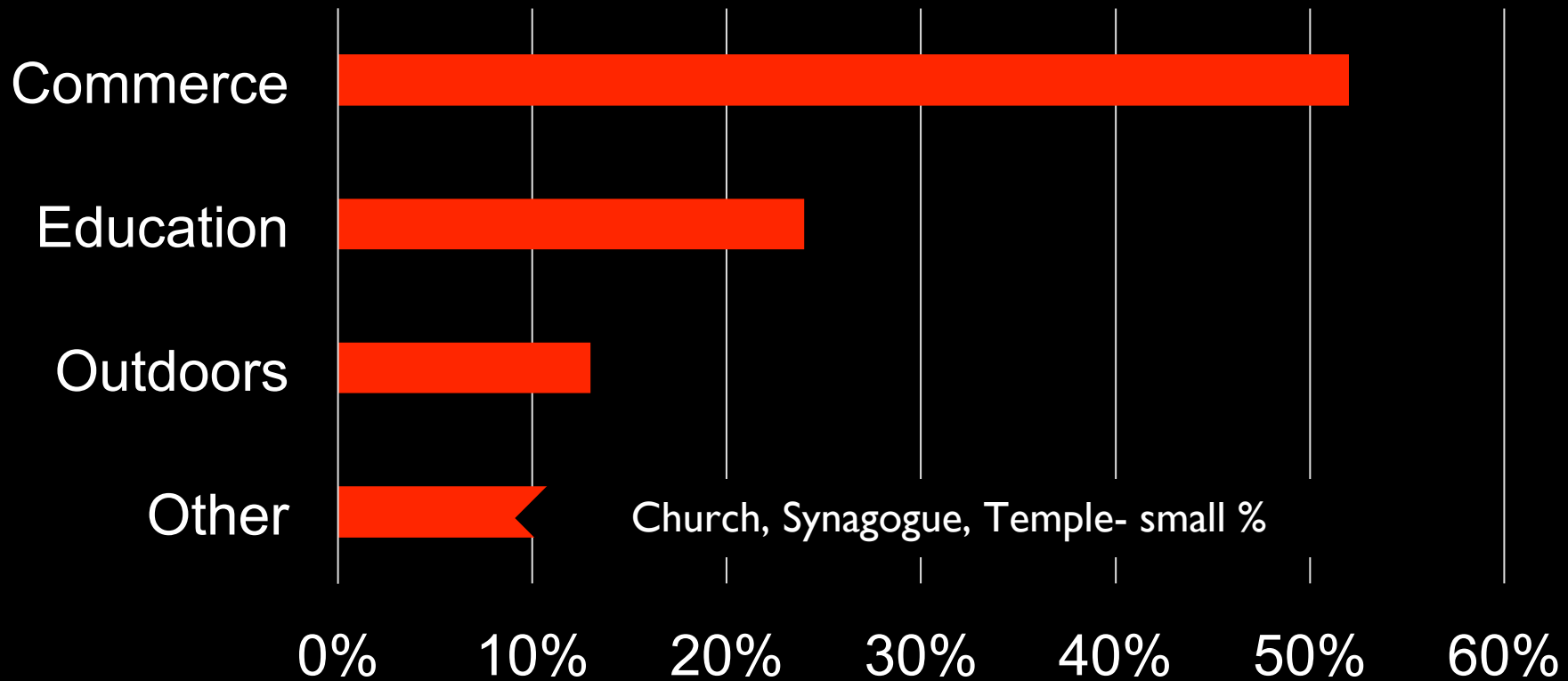
The Suspect

Generally-

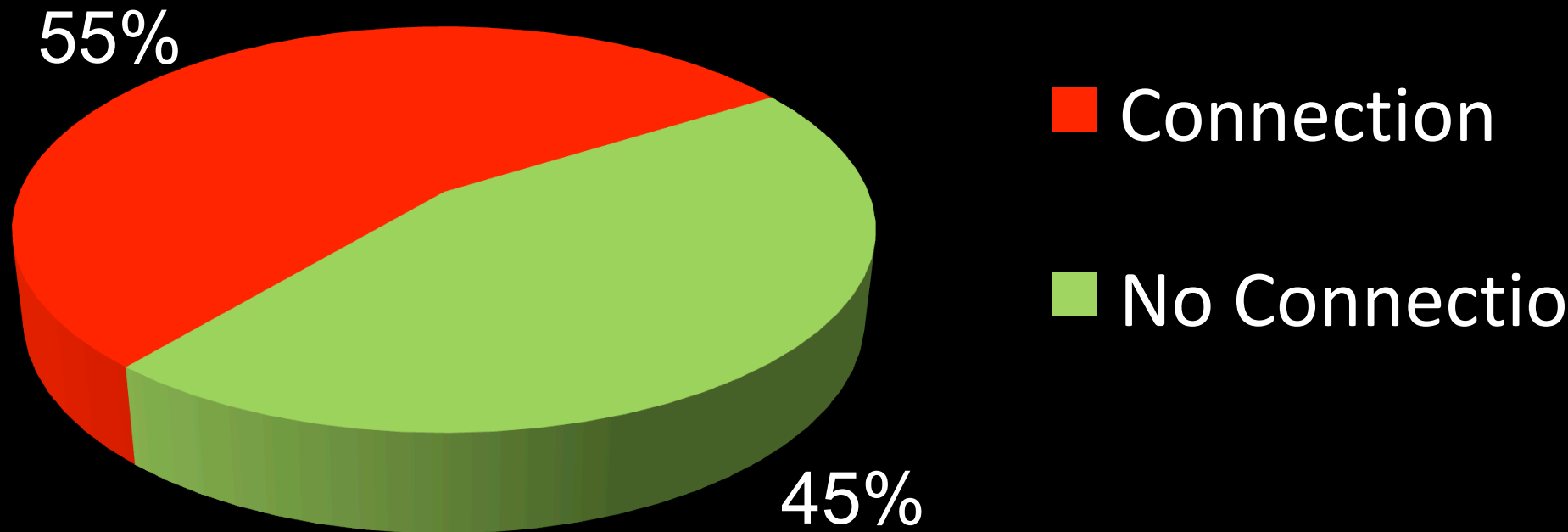
- No “Profile”
- Avenger Mindset
 - Want to get even for a perceived wrongdoing
- Some broadcast
 - Sometimes there are warning signs

Do congregations need a plan ?

Location of Attacks



Attacker Connection



Number of Casualties

Direct relation to-

- How quickly the police arrive
- Target availability

3 to 5 Minutes



Civilian Response

Denial

Don't Deny

Trust what you see and/or hear

Go to deliberation



Hide & Hope

Deliberation

- Avoid
- Deny
- Defend

Avoid

- Leave ASAP
- Know your exits
- Call 911



Avoid

- Consider Secondary Exits



Deny

- Lock the door
- Lights out
- Out of sight



Deny

- Barricade
 - Heavier = Better
 - More = Better
 - Doorstops = Better?



Deny

- Outward opening
 - Ropes
 - Tactical Cinch



Deny

Cover vs concealment

- Cover- object that will stop projectiles
- Concealment- object that conceals person but offers little to no protection

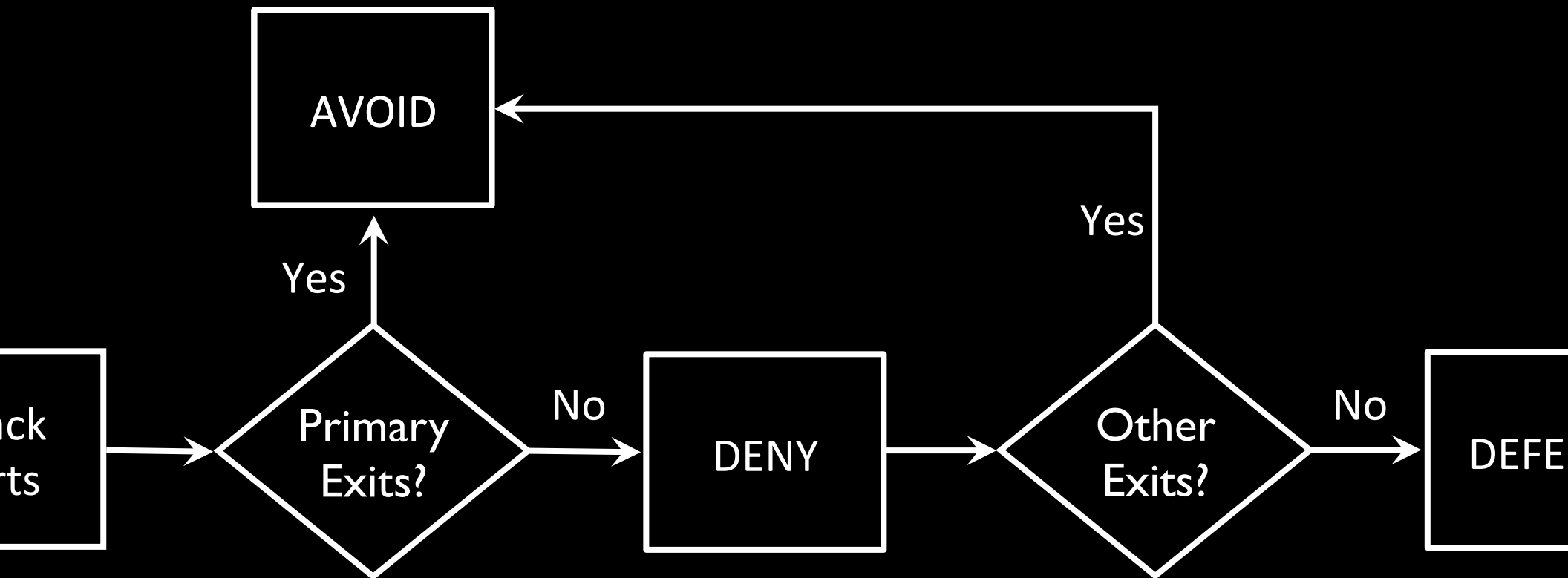
Defend

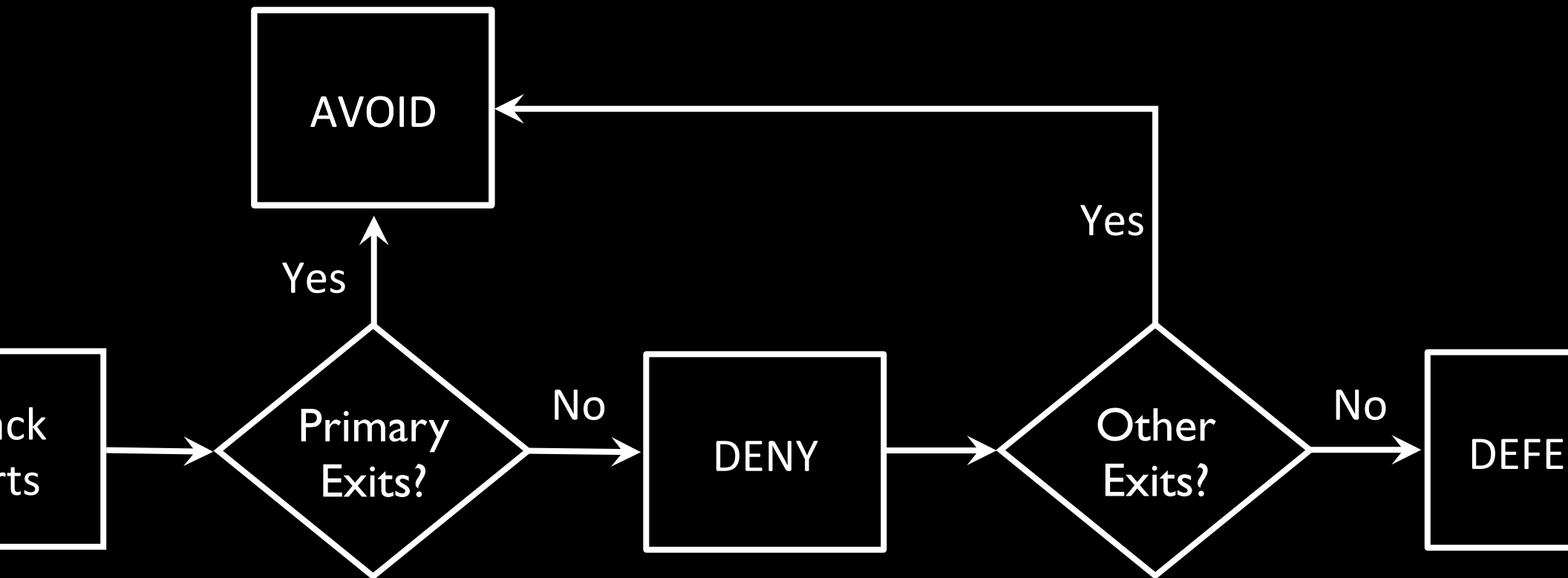
- Positioning
 - Closer to the door allows for surprise attack on the suspect
- Fight
 - Nothing is out of play
 - Use whatever is at your disposal to slow the attacker and disrupt their timeline.



You are not helpless

What you do matters





When the Police Arrive

- Follow commands
- Show your palms
- Do not move unless directed to



Priority of Work

- Stop the Killing
- Stop the Dying
- Evacuate the Area



Medical

- EMS Delay
- People Need Help
- Seek Immediate Responder Training



Personnel Issues

- Expect mental trauma
- Develop a critical incident stress management plan



Security Planning

Implement a plan

- Complete a “ what if” plan... What should we do if....this happens?
- Plan should be completed by the Church leaders and added to the existing policy and procedure manual. All plans and P&P need to be reviewed and updated on an annual basis

Security Planning

Develop Church Security Team

- Find church members who may have a background in law enforcement/military and develop them as part of a volunteer security team
- Schedule volunteers to be available during services or other events
- Provide them with specialized training so they can assist during any emergency incidents

Security Planning

Conduct Global Security Training

Take advantage of all the eyes and ears of the membership to recognize and report suspicious behavior

- Educate the employees and membership on why the plan was developed
- Train all employees and volunteers on the plan

Security Planning

Control hours of operation and access

- Set public hours of operation
 - Signage at each entrance of times of operation
- Ensure a staff member is in the building anytime the doors are unlocked
- Ensure all door locks are functioning properly
- Limit access points
 - Consider one main entrance point for visitors

Security Planning

Have a visible presence in and around the building

- Exterior

- Assign one or two volunteers to monitor the parking lot for suspicious behaviors
- Assign one or two volunteers at the main entrance(s) to greet people as they arrive
- Consider a specific color shirt for different roles. This shows organization and coordination and may deter criminal behavior

Security Planning

Create Safety Response Teams

- Building Coordinator
- Incident Coordinator
- Medical Response Team Members
- Safety Response Team Members

It is recommended that several people be designated and trained for each position and that each position be represented at every worship service or event

Security Planning

Building Coordinator

- Staff member or volunteer trained to know the floor plans of each building and the emergency evacuation procedures for any emergency
- Works with other response teams on:
 - Emergency planning activities
 - Recruiting other team members
 - Scheduling training
 - Long range planning and review of existing plans

Security Planning

Incident Coordinator

Implements emergency plans at the time of the incident. (Greeters and users are appropriate for this)

- Ensuring that all safety response team members are assigned duties and understand all emergency procedures.
- Working with other emergency response team members to evaluate an emergency.
- Ensuring proper emergency communication.
- Delegating needed emergency actions.

Security Planning

Medical Response Teams

Team members who have been trained in medical emergencies

- Provide first aid to those incurring a medical emergency until medical personnel arrive
- Conduct primary assessment of the medical emergency and report the assessment to the appropriate personnel
- Provide medical assistance and support until professional help arrives

Security Planning

Safety Response Team

Team members who understand and are prepared to facilitate a safe and effective response to any emergency

- Building evacuations-
- Lockdown/shelter in place procedures
- Other intervention procedures as the situation dictates

Security Planning

Safety Response Team- Leader responsibilities

- Know how to correctly respond and summon help in an emergency
- Know locations of emergency exits and emergency exit routes
- Know lock down/shelter in place procedures

Security Planning

Create Safety Response Teams

- Building Coordinator
 - Staff member or volunteer trained to know floor plans and emergency evacuation plans

Security Planning

Suspicious Activity – Indicators and behavior

- Breach/attempted intrusion
 - Unauthorized person trying to gain access or actually entering a restricted area
- Misrepresentation
 - Presenting false information, misusing insignia or identification
- Observation/Surveillance
 - Monitoring activities, prolonged interest in area/structures

Security Planning

Suspicious Activity – Indicators and behavior

- Vehicle parked in an unusual location
- Individuals
 - Persons level of interest is beyond normal curiosity
 - Building personnel, security, etc
 - Mannerisms
 - Avoid eye contact
 - Looking around
 - Depart quickly when seen or approached

Security Planning

Suspicious Activity – Indicators and behavior

- Individuals
 - Overly talkative
 - Keeping hands in pockets
 - Favoring one side or area of the body /adjusting waistband
 - Hiding a firearm or other weapon

Security Planning

Suspicious Activity –

Potential problem identified

- Do nothing
- Investigate and decide if emergency steps are needed
- Immediately take emergency steps

Security Planning

Suspicious Activity – Investigation

- Greet the person in a friendly manner
 - “Can I be of assistance?” or “Welcome is this your first time here?”
 - Gauge the response- evasive or unusual responses may warrant additional action on the part of Church staff

Security Planning

Suspicious Activity – Investigation

- Greet the person in a friendly manner
 - “Can I be of assistance?” or “Welcome is this your first time here?”
 - Gauge the response- evasive or unusual responses may warrant additional action on the part of Church staff

De-escalation techniques

When not dealing with an armed or assaultive individual de-escalation techniques are an appropriate strategy

De-escalation techniques

Staff members must be in control of their emotions

- Appear calm and professional
- Speak in a low respectful tone
- Do not appear defensive
- Make a personal connection- Ask the person what their name is

De-escalation techniques

Physical stance

- Maintain personal space- do not crowd the individual
- Do not point – hand gestures can be construed as a form of aggression
- Do not touch the individual
- Do not turn your back on the individual

De-escalation techniques

- Do not argue or try to convince
- Give consequences of the behavior without threats or anger
- Be aware of any resources available for back up. Know that you can always leave, or seek additional support as needed, should de-escalation not be effective

Summary

These incidents are unpredictable

Training and preparation is key

Stress responses can be controlled

Decisive action is a must

You are not helpless

Questions