

Active Shooter Preparation and Training for Hospitals

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Active Shooter Training for Hospitals

Active Shooter Phases

Administrative Preparation: What We Do Before

Employee Preparation: All Staff Training

Aftermath: Rescue, Recovery, & Relief

Media Cases

within last four months

- July 14: [Man dies after shooting himself at Florida hospital \(beckershospitalreview.com\)](https://www.beckershospitalreview.com/news/2018/07/14/man-dies-after-shooting-himself-at-florida-hospital.html)
- July 11: [Employee finds couple dead in Texas hospital room \(beckershospitalreview.com\)](https://www.beckershospitalreview.com/news/2018/07/11/employee-finds-couple-dead-in-texas-hospital-room.html)
- June 30: [Police kill armed patient at Baylor Scott & White hospital \(beckershospitalreview.com\)](https://www.beckershospitalreview.com/news/2018/06/30/police-kill-armed-patient-at-baylor-scott-white-hospital.html)
- June 2: [5 dead in Oklahoma hospital campus shooting \(beckershospitalreview.com\)](https://www.beckershospitalreview.com/news/2018/06/02/5-dead-in-oklahoma-hospital-campus-shooting.html)
- June 2: [2 dead after shooting at Ohio hospital \(beckershospitalreview.com\)](https://www.beckershospitalreview.com/news/2018/06/02/2-dead-after-shooting-at-ohio-hospital.html)
- May 24: [Police: 94-year-old fatally shoots wife at Missouri hospital \(beckershospitalreview.com\)](https://www.beckershospitalreview.com/news/2018/05/24/police-94-year-old-fatally-shoots-wife-at-missouri-hospital.html)
- May 2: [Kaiser worker dies by suicide at hospital \(beckershospitalreview.com\)](https://www.beckershospitalreview.com/news/2018/05/02/kaiser-worker-dies-by-suicide-at-hospital.html)

Do you feel prepared to act
if an active shooter event
took place at your work?

Administrative Planning

Do We Know What We Want

Who Should Be Involved

Do We Know Our Risks

Do We Have an Existing Response Plan

Do We Know What We Want

Is there an equal understanding of what an active shooter is

Does Administration support evacuation of patients

Where do patients go after the event

Is leadership properly trained on what is expected of them

Who will lead after the event has occurred

Is there a plan for media

Is there a plan for managing injuries and emotional aftermath

Who Should Be Involved

What law enforcement agency has jurisdiction

What emergency medical services would respond in a critical event

Are there transportation systems available

What advocacy programs are involved to ensure patient rights are protected

What other medical facilities are nearby

Have we consulted with legal and compliance



Do We Know Our Risks

- Do we know what risks are imposed if an active shooter event occurred at the hospital prior to planning
 - Do we have appropriate partnerships for the transfer of patients
 - Do we have appropriate resources to support staff during and after an event
 - Do we know areas of the hospital we are most vulnerable in
 - Are there systems meant to protect the hospital but are not working
-

Do We Have An Existing Response Plan

What is your existing disaster plan

Are employees educated on the plan

What is the evacuation site and do staff know the location

What communication has been provided to emergency services

Are there resources and supports prepared to support staff post event

All Staff Active Shooter Training

All slides are designed to be a foundation & used in combination with in-person trainings & education drills

Wellness resources provided at the end

Objectives

Define Active Shooter

Warning Signs

Outline Response Plan

Resources

What is an Active Shooter

Active shooter is defined as an individual or others who are actively engaged in killing or attempting to kill people in a confined and populated area

Active shooter situations are unpredictable and evolve quickly. Because of this, individuals must be prepared to deal with an *active shooter* situation before law enforcement personnel arrive on the scene

What is My Responsibility

1

Learn the signs of a potentially volatile situation and ways to prevent the incident

2

Learn the best steps for survival when faced with an active shooter situation

3

Be prepared to take direction from law enforcement during and after the response

Prevention

Identifying Workplace Issues



All signs are meant to be used as warning light gauges but does not indicate that someone for certain will be an active shooter

YELLOW LIGHT INDICATORS

Paranoia & Delusional Statements	Interest in Weaponry	Change in Personality or Performance	Disciplinary Issues at Work	Depressed Mood and/or Suicidal Ideations
Non-Specific Threats of Violence	Empathy with Perpetrators of Violence	Increased Alcohol and/or Drug Use	Odd or Bizarre Behavior	Home Issues
Inattention to Appearance or Hygiene	Resistance or Overreaction to Changes in Policy	Increased Isolation	Reported Financial Issues	Explosive or Emotional

***Often any of these will be demonstrated as a change in behavior or persistence but does not guarantee someone will resort to violence**

Would you feel comfortable
reporting a colleague for
suspicious behavior?

if you
SEE
something
SAY
something

Indicators that Prompt Further Attention

- Increase in complaints and criticism
- Recent purchasing of multiple weapons and going to the range
- Fascination with previous shootings or mass attacks
- Experience of a significant real or perceived personal loss
- Increased focus on feeling wronged

Avoid, Deny, Defend

The Hospital adopted the **Avoid, Deny, and Defend** Response Plan

When an active shooter has been identified, you may first experience denial. Push through this as immediate action is necessary

Hospital will not tell you that you must stay or you must evacuate

Avoid, Deny, and Defend are all options that are available to you at any moment through an active shooter event

Trust your instincts

When safe to do so, use paging system or radios to announce active shooter location, how many, and what they look like if known

When safe to do so, call 911 with same information

Example: “One known active shooter at the hospital, state appearance if known, currently in our emergency room”



Avoid

- Acknowledge the active shooter event is occurring
- Call 911 when safe to do so
- Visualize possible escape routes to avoid shooter
 - This could include sheltering in place
 - This could include evacuation of building
- Take patients and staff with you when able but don't stay behind if they won't go
- Patients can be instructed to go with you or shelter in a room with the lights off and doors closed
- Leave personal belongings behind
- Contact any supervisor once you are no longer in the building

Deny



- Identify a location in each unit and know how to make it safe
- Deny access for the shooter
 - Lock and barricade the doors if available
 - Cover windows
 - Turn off lights
 - Silence electronic devices
 - Remain silent
 - Look for other avenues of escape
 - Look for other weapons if you must defend
- Hide along the wall near the door, out of view from the hallway
- Remain in place until law enforcement advises its safe

Defend

- As a last resort consider trying to disrupt or incapacitate the shooter
- Aggressive force and unconventional weapons may save lives



Aftermath Rescue, Recovery, & Relief

Response Plan

Active Shooter has been enacted within or around the hospital

Paging system or radios have been utilized to announce the active shooter

Anyone can call 911 and should not assume it has already been done

Staff and patients have begun Avoid, Deny, Defend protocol

Law Enforcement will respond within a committed & predetermined timeframe

Transportation Systems shall bring busses if directed by law enforcement for patient transports if available

Ensure Law Enforcement has access into the hospital

Law Enforcement is in charge during this event

When evacuated, staff go to evacuation site for accountability & support

Post Event Activity

The background of the slide features a row of white paper cutouts of human figures holding hands, set against a light green background. The figures are arranged in a line, with some slightly overlapping. The overall aesthetic is clean and professional.

- Evacuation and Command Center Site location activated
- Designate a predetermined Incident Commander
 - In the event that this individual is a casualty, the next line of supervisors will assume the Incident Commander role
- Incident Commander is responsible for
 - Delegation of tasks
 - Accounting for all individuals
 - Coordinating with first responders to account for those who are unaccounted for
 - Coordinating patient temporary relocation
 - Speaking to higher level managers and coordination with media
 - Notifying families by utilizing staff roster and emergency contact lists
 - Assessing on scene mental health needs and resources

Command
Center
Location

Insert Walking Map of Command
Center/Evacuation Center
Location

When possible, walk to the
evacuation location with staff

Aftermath Supplies

Staffing Roster with contact numbers and addresses

Go Bag

- Laptop with disaster planning file preloaded
- Phone Tree (who to contact during a disaster)
- Provider Contact List (Chaplain, Transportation Systems, Leadership, etc.)
- Safety Vests
- Sign In List with Clipboards
- Laminated Signs to assist with designated areas
 - Staff Check In
 - Patient Check In
 - Volunteer Check In
 - Service Providers

The Patients

Coordination with family and/or designated caregivers

Transportation System shall respond to Command Center to assist with transporting patients if available

Chaplain Services and Peer Support Services shall be at the Command Center if available

Pet Therapy Services shall be at the Command Center if available

Hospital Leadership with Law Enforcement will determine when to resume services

Patients will be taken to neighboring hospitals for temporary placement

The Facility and the Staff

The facility is an active crime scene and cannot be reentered after an event

The hospital and surrounding areas will feel chaotic

Employees will be provided with coordinated support

Chaplain Services and Peer Support Services shall be at the Command Center if available

Pet Therapy Services shall be at the Command Center if available

Disaster support agency shall be deployed to the Command Center if available

Employees shall be assessed for return-to-work willingness and capability

All slides are designed to be a foundation & used in combination with in-person trainings & education drills

Wellness resources provided at the end

San Diego County Crisis Resources

**Access and
Crisis Line**

**Up 2 Us San
Diego**

211 San Diego

**Employee
Assistance
Program**

NAMI San Diego

Red Cross

Love on a Leash

Question

How does one manage a challenging patient during an active shooter event?

Question

How would I know if it was a shooter or just a loud noise?

Question

What is the best option I should choose,
(Stay behind locked doors or evacuate)?

Question

If I am hiding and someone is trying to get into the space, how do I know they are not the shooter?

Question

What happens if leadership are the casualties?



2022

CHA

DISASTER PLANNING
CONFERENCE PASADENA

Questions?

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