

Active Shooter Training



HIGHWAY TRANSPORT

Safety Focused. Quality Driven.

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Reasons for Active Shooter Training



- ▶ It is increasingly important to develop prevention and response procedures that can address an Active Shooter situation.



- ▶ Highway Transport wants to provide all employees with the knowledge and skills to successfully handle an active threat event.



- ▶ Every employee could have a significant impact on the amount of injuries or fatalities, including their own well being.

***Do what you can, with what you have,
where you are.”***

***“In any moment of decision, the best
thing you can do is the right thing, the
next best thing is the wrong thing, and
the worst thing you can do is nothing.”***

Theodore Roosevelt



Workplace Violence

Profile of an Active Shooter

- 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 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.
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How to respond when an active shooter is in your vicinity

- Evacuate
- Hide Out
- Take Action

Evacuate - Run

- If there is an accessible escape path, attempt to evacuate the premises. Be sure to:
 - ◆ Have an escape route and plan in mind
 - ◆ Evacuate regardless of whether others agree to follow
 - ◆ Leave your belongings behind
 - ◆ Help others escape, if possible
 - ◆ Prevent individuals from entering an area where the active shooter may be
 - ◆ Keep your hands visible
 - ◆ Follow the instructions of any police officers
 - ◆ Do not attempt to move wounded people
 - ◆ Call 911 when you are safe

Hide Out

- ▶ If evacuation is not possible, your hiding place should be where the active shooter is less likely to find you:
 - ◆ Be out of the active shooter's view
 - ◆ Provide protection if shots are fired in your direction (i.e., an office with a closed and locked door)
 - ◆ Not trap you or restrict your options for movement
 - ◆ Lock the door
 - ◆ Blockade the door with heavy furniture
 - ◆ Silence your cell phone and/or pager
 - ◆ Turn off any source of noise (i.e., radios, televisions)
 - ◆ Hide behind large items (i.e., cabinets, desks)
 - ◆ Remain quiet
 - ◆ Dial 911, if possible, to alert police to the active shooter's location
 - ◆ If you cannot speak, leave the line open and allow the dispatcher to listen

Take Action

- Fight
- As a last resort, and only when your life is in imminent danger, attempt to disrupt and/or incapacitate the active shooter by:
 - ◆ Acting as aggressively as possible against him/her
 - ◆ Throwing items and improvising weapons
 - ◆ Yelling
 - ◆ Committing to your actions

Law Enforcement

- First Officers to Arrive at the Scene
- Information to Provide Law Enforcement
- How to Respond When Law Enforcement Arrives
- How to React When Law Enforcement Arrives

First Officers to Arrive at the Scene

- ◆ The first officers to arrive to the scene will not stop to help injured persons
- ◆ Expect rescue teams comprised of additional officers and emergency medical personnel to follow the initial officers
- ◆ These rescue teams will treat and remove any injured persons. They may also call upon able-bodied individuals to assist in removing the wounded from the premises
- ◆ Once you have reached a safe location or an assembly point, you will likely be held in that area by law enforcement until the situation is under control, and all witnesses have been identified and questioned. Physical description of shooter(s)
- ◆ Number and type of weapons held by the shooter(s)
- ◆ Do not leave until law enforcement authorities have instructed you to do so.

Information to Provide to Law Enforcement Officers or 911 Operators

- ◆ Location of the active shooter
- ◆ Number of shooters, if more than one
- ◆ Physical description of shooter(s)
- ◆ Number and type of weapons held by the shooter(s)
- ◆ Number of potential victims at the location

How to Respond When Law Enforcement Arrives

- ◆ Law enforcement's purpose is to stop the active shooter as soon as possible. Officers will proceed directly to the area in which the last shots were heard
- ◆ Officers usually arrive in teams of four (4)
- ◆ Officers may wear regular patrol uniforms or external bulletproof vests, Kevlar helmets, and other tactical equipment
- ◆ Officers may be armed with rifles, shotguns, handguns
- ◆ Officers may use pepper spray or tear gas to control the situation
- ◆ Officers may shout commands, and may push individuals to the ground for their safety

How to React When Law Enforcement Arrives

- ◆ Remain calm, and follow officers' instructions
- ◆ Put down any items in your hands (i.e., bags, jackets)
- ◆ Immediately raise hands and spread fingers
- ◆ Keep hands visible at all times
- ◆ Avoid making quick movements toward officers such as holding on to them for safety
- ◆ Avoid pointing, screaming and/or yelling
- ◆ Do not stop to ask officers for help or direction when evacuating, just proceed in the direction from which officers are entering the premises

Workplace Violence

Recognizing Potential Workplace Violence

- Associates typically do not just “snap,” but display indicators of potentially violent behavior over time. If these behaviors are recognized, they can often be managed and treated.
- Potentially violent behaviors by an associate may include one or more of the following page (this list of behaviors is not comprehensive, nor is it intended as a mechanism for diagnosing violent tendencies)

Indicators of Potential Workplace Violence by an Associate

- ◆ Increased use of alcohol and/or illegal drugs
- ◆ Unexplained increase in absenteeism; vague physical complaints
- ◆ Noticeable decrease in attention to appearance and hygiene
- ◆ Depression / withdrawal
- ◆ Resistance and overreaction to changes in policy and procedures
- ◆ Repeated violations of company policies
- ◆ Increased severe mood swings
- ◆ Noticeably unstable, emotional responses
- ◆ Explosive outburst of anger or rage without provocation
- ◆ Suicidal; comments about “putting things in order”
- ◆ Behavior which is suspect of paranoia, (“everybody is against me”)
- ◆ Increasingly talks of problems at home
- ◆ Escalation of domestic problems into the workplace; talk of severe financial problems
- ◆ Talk of previous incidents of violence
- ◆ Empathy with individuals committing violence
- ◆ Increase in unsolicited comments about firearms, other dangerous weapons and violent crimes

Remember

- ◆ Be aware of your environment and any possible dangers
- ◆ Take note of the two nearest exits in any facility you visit
- ◆ If you are in an office, stay there and secure the door
- ◆ Victims are selected at random
- ◆ The event is unpredictable and evolves quickly

*Safety Focused.
Quality Driven.*

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Safety Tips & Guidelines Regarding Potential “Active Shooter” Incidents Occurring on Campus, University of California Police.

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How to Plan for Workplace Emergencies and Evacuations, U.S. Department of Labor, Occupational Health and Safety Administration, OSHA 3088, 2001.

DOHS:

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HIGHWAY TRANSPORT

Mission

Our mission is to provide the highest quality, safest, efficient transportation services for our customers that meet stockholder expectations and provides security for our employees. We achieve this by working in a family oriented business environment with the best people utilizing leading edge technology.

Vision

Highway Transport's vision is to continue to be the leading bulk transportation and logistics organization utilizing leading technology.

We are people-oriented, customer driven, providing qualified trained personnel to surpass customer requirements.

Our culture is defined by strong ethics, individual responsibility and accountability with continual improvement in a dynamic global environment.



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