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Resource Guide on Active Shooter Situations

Online Resources

[Active Shooter : How to Respond](#)

A pamphlet from the U.S. Department of Homeland Security (DHS). This pamphlet provides guidance to individuals, including managers and employees, who may be caught in an active shooter situation, and discusses how to react when law enforcement responds.

[Active Shooter : Recommendations and Analysis for Risk Mitigation](#)

From the New York City Police Department (NYPD). This document contains recommendations based on a close analysis of 281 active shooter incidents from 1966 to 2010.

[ASIS Guideline : Workplace Violence Prevention and Response \(2005\)](#)

This guideline presents practical definitions of workplace violence and the continuum of acts, from less severe to more severe, and a classification of workplace violence incidents based on the relationship of perpetrator to victim. It outlines prevention strategies and procedures for detecting, investigating, managing, and following up on threats or violent incidents that occur in the workplace. *ASIS members may download once for free; additional copies, and copies for non-members, are available for purchase.*

[ASIS/SHRM Workplace Violence Prevention and Intervention Standard \(2011\)](#)

This Standard provides an overview of policies, processes, and protocols that organizations can adopt to help identify and prevent threatening behavior and violence affecting the workplace, and to better address and resolve threats and violence that have actually occurred. This Standard describes the personnel within organizations who typically become involved in prevention and intervention efforts; outlines a proactive organizational approach to workplace violence focused on prevention and early intervention; and proposes ways in which an organization can better detect, investigate, manage, and - whenever possible - resolve behavior that has generated concerns for workplace safety from violence. The Standard also describes the implementation of a Workplace Violence Prevention and Intervention Program, and protocols for effective incident management and resolution. *ASIS members may download once for free; additional copies, and copies for non-members, are available for purchase.*

[Coping with an Active Shooter situation : a pocket card](#)

A card designed by DHS to help those in an active shooter situation know how to respond.

[Cultural Properties Council Recommendations for Preparing Museums for Active Shooter Situations](#)

From the ASIS Cultural Properties Council. This document lists some points for all museums to consider to be prepared for an active shooter incident.

[Identifying and Preventing Active Shooters](#)

Presentation by Darrell Clifton, CPP, Circus Circus Director of Security, recorded September 10, 2012, during the ASIS 58th Annual Seminar and Exhibits. *Available as streaming media.*

[Mass Homicides by Employees in the American Workplace](#)

Seungmug (Zech) Lee, PhD and Robert McCrie, PhD, CPP
ASIS International Foundation CRISP Report, 2012

In *Mass Homicides by Employees in the American Workplace*, authors Seungmug (Zech) Lee, PhD, Western Illinois University, and Robert McCrie, PhD, CPP, John Jay College of Criminal Justice, analyze 44 cases of workplace mass homicides (WMH) from 1986 to 2011. While homicides by employees occur with low frequency, they have a profoundly harmful impact. Negative consequences accrue to the immediate location; reach across the entire organization and outward to the surrounding community. This report, which presents profiles of workplace killers, offers security practitioners, senior executives, and HR managers critical insight into common triggers, risk factors, and trends associated with workers who make threats against others in the workplace.

[NRF-ICSC Emergency Response Protocols to Active Shooters : Retail Supplement to DHS Active Shooter Materials](#)

A pamphlet from the National Retail Federation that supplements the DHS pamphlet as a retail-specific document.

[Preventing Gun Violence in the Workplace](#)

Dana Loomis, PhD

ASIS International Foundation CRISP Report, 2008

New legislation may complicate your company's "no-weapons" policies. And there are many more potential perpetrators than just the usual suspects, from disgruntled former employees to domestic disturbances gone toxic. This report details the host of practical opportunities to prevent problems and minimize potential threats.

[Trends in Extreme Workplace Violence](#)

Presentation by Randy Spivey, Center for Personal Protection and Safety, recorded September 10, 2012, during the ASIS 58th Annual Seminar and Exhibits. Available as streaming media.

Professional Development

[Active Shooter: Readiness, Response and Recovery](#) (Online Course)

From The Center for Personal Protection and Safety, an online training program that takes head-on the critical issue of an Active Shooter situation. Join the CPPS panel of experts as they address the Active Shooter situation through the lens of Personal Survival and Response as well as explore practical Prevention Strategies and solid, organizational Contingency Planning considerations. People and organizations CAN survive this tragedy. *Online course (15 hours) available for fee; 20% discount for ASIS members.*

[Active Shooters in Healthcare Environments: Protecting Patients, Staff, and Visitors](#) (Recorded Webinar)

Because healthcare institutions face steadily rising crime rates, including violent crimes such as homicide, it is important that they work to prevent and plan for the possibility of an active shooter. Highlighted in the presentation are details from actual incidents, risks specific to healthcare environments, key planning points, and communication processes during emergencies. *ASIS webinar (90 minutes) presented December 2011, available for purchase from ASIS Store as a CDROM or streaming media.*

[Lessons Learned: Trends in Extreme Violence in the Workplace](#) (Recorded Webinar)

Although no one is exempt from the threat of an active shooter, you can be part of the solution. Through knowledge and awareness, you can fill the "extreme danger gap" of time until first responders arrive. Topics include: reorganizing pre-incident indicators; the survival mindset; courses of action during an active shooter event; response when law enforcement arrives. *ASIS webinar (90 minutes) presented on May 16, 2012, available for purchase from ASIS Store as a CDROM or streaming media.*

[Perspectives on Security: The New Workplace Violence](#) (Recorded Panel Discussion)

Violence in the workplace continues to make news headlines and is a vital concern to Security, Human Resources, and Management across all industries. Threats, verbal abuse, physical assault, and homicide in the

workplace affect two million workers annually in the U.S. alone. The use of the Internet as a means to promote violence through the delivery of threats, as well as the implications and impact of social media are evolving factors that also need to be understood. The panel examined the issues and the latest information on assessment, prevention, and mitigation of this growing threat. *Panel discussion (80 minutes) recorded at the ASIS International 57th Annual Seminar in Orlando, Florida, on September 22, 2011, available for purchase from ASIS Store, Item #: 1972.*

[Reducing Risk of Violence in Schools](#) (Recorded Webinar)

Putting sensationalism aside, this timely webinar will present a practical and holistic approach to reducing the risk of school violence. Learn what to look for, where to go for resources, how to best utilize the assets at hand, and the role of social networking and bullying. Produced by the ASIS School Safety & Security Council. *ASIS webinar (64 minutes) presented on March 2, 2012.*

[Workplace Violence Overview - What Every Manager Should Know](#) (Online course)

This course will first describe the different types of incidents that have typically been categorized as workplace violence. It will discuss no tolerance policies and the concept of "reasonably foreseeable." Training strategies for employees will be covered from both a prevention and problem recognition point of view. Behavioral warning signs will be reviewed and individual case management options will be offered. Response options and documentation of complaints will also be covered. The development of a crisis management team will be reviewed, as well as establishing documentation guidelines for the entire process. *Online course (51minutes) available for fee.*

Books

[Active Shooter: Handbook on Prevention](#)

Joshua Sinai, Ph.D.

ASIS International, 132 pp., 2012 Spiral-bound

Active shooter incidents have become pervasive and frequent in our society. When they occur, they often result in large numbers of fatalities and injuries to innocent civilians. The information in this handbook is intended to provide all those involved in public safety, whether law enforcement or private sector security personnel, a comprehensive understanding of this threat and how to respond, manage and, if possible, prevent it. *Available for purchase from the ASIS Store, Item #2040.*

[Aggression in the Workplace: Preventing and Managing High-Risk Behavior](#)

Marc McElhaney, Ph.D.

AuthorHouse, 240 pp., 2004 Softcover

This book presents experiences and perspectives, draws conclusions based on these experiences, and offers guidelines that address the issues of aggression and high-risk behavior that often occur within an organization. This is a must read for HR and security professionals as well as anyone who manages or supervises employees. *Available for purchase from the ASIS Store, Item #: 1639.*

[Security Manager's Guide to Disasters: Managing Through Emergencies, Violence, and Other Workplace Threats](#)

Anthony D. Manley

CRC Press, 408 pp., 2009 Hardcover

The book provides strategies for preventing or reducing the severity of an incident and initiating immediate and professional responses to reduce the loss of life, injuries, property damage, and liability. It also provides instruction on adequate interaction and cooperation with public safety agencies, local government, and other public and private utility services. By focusing on response, recovery, and restoration, this essential reference lays out a system for placing the business or institution back into operation as soon as possible. *Available for purchase from the ASIS Store, Item #1869.*

[Violence At Work: Causes, Patterns and Prevention](#)

Martin Gill, PhD, Bonnie Fisher, and Vaughan Bowie, Editors

Willan Publishing, 225 pp., 2002 Hardcover

Workplace violence has emerged as a rapidly growing concern in today's interdependent political economy, and increasing attention is being paid to the phenomenon by business, industry, health and welfare services, and the academic world. In this book a distinguished international team of contributors, composed of both academics and practitioners, identify and address the key issues, presenting the results and lessons learned from a range of case studies in the U.S., Canada, Britain, and Australia. *Available for purchase from the ASIS Store, Item #1480.*

[Workplace Violence: Before, During and After](#)

Sandra L. Lanier, CPP™

ASIS International, 190 pp., 2003 Softcover

This book is the most comprehensive source available for preventing and managing violent incidents in the workplace. Organized in a before-during-and-after format, it provides easy reference for those seeking answers to critical, time-sensitive questions involving such violent workplace occurrences as: physical assault; threats; intimidation; stalking; and homicide. *Available for purchase from the ASIS Store, Item #1535.*

[Workplace Violence: Planning for Prevention and Response](#)

Kim M. Kerr, CPP™

Elsevier/Butterworth-Heinemann, 342 pp., 2010 Hardcover

Workplace Violence: Planning for Prevention and Response gives a comprehensive account of the problem using a multi-faceted approach to the issues surrounding workplace violence incidents, addressing how the events affects victims, witnesses, the workforce, family members, and management. This book can help organizations form action and response plans to manage incidents both large and small. The focus also includes organizations that are forced to address violent individuals in settings where law enforcement may not be immediately available. *Available for purchase from the ASIS Store, Item #1931.*

Security Management articles

Articles are available in full text via the links above and via [the magazine's website](#).

Black Swans and the Challenge of Mitigating the Unknown	Online exclusive: December 2012
Researchers Offer New Solution to Active Shooter Mitigation	August 2012
City of Houston's Active Shooter PSA Goes Viral	August 2012
The Handbook for Campus Threat Assessment & Management Teams (book review)	June 2011
NYPD Releases Active Shooter Recommendations for Buildings	February 2011
Seminar on Workplace Violence Reminds Businesses That "No One is Immune"	December 2010
Partnering Against Anarchy	Online exclusive: August 2010
Plan to Prevail	Online exclusive: June 2010
Teaming Up to Reduce Risk	April 2008
Preventing the Next Campus Shooting	August 2007
Campaign Security Hits the Hustings	November 1994