



## O.P. NORTON INFORMATION RESOURCES CENTER

ASIS International  
1625 Prince Street  
Alexandria, VA 22314-2818  
tel: (703) 518-1471  
fax: (703) 518-1517  
e-mail: [info@asisonline.org](mailto:info@asisonline.org)

## Sources of Information on Active Shooter Threats and Responses

*The following are resources produced by ASIS International.*

### ASIS/SHRM Standard

#### [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.*

### 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.*

#### [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.*

## Security Management Articles

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

[Beyond the Active Shooter](#), January 2015

[Shootings On The Rise](#), January 2015

[Chart: Active Shooter Incidents Since 2000](#), January 2015

[VIDEO: Preparing for the worst](#), January 21, 2015

[TSA Review Calls for Enhanced Active Shooter Training](#), December 2014

[Reviewing Lessons on School Security](#), August 2014

[The Best Defense](#), August 2013

[Black Swans and the Challenge of Mitigating the Unknown](#), Online exclusive: December 2012

[Hard Lessons](#), August 2012

[Researchers Offer New Solution to Active Shooter Mitigation](#), August 2012

## Recorded Educational Sessions

### [Preparing For and Responding To an Active Shooter Threat](#)

Presentation by Kevin Doss, CPP, PSP, Level 4 Security, LLC, and C. David Shepherd, Readiness Resource Group.

Recorded September 28, 2015 during the ASIS 61st Annual Seminar and Exhibits.

In today's world, an intruder with a firearm is a common high-profile threat to an organization. Protecting personnel from these threats requires an understanding of the tactics used by an active shooter as well as effective responses. Explore the expected actions of employees, security officers, and first responders to mitigate the damage caused by a shooter. Discuss how to deter a shooting attempt, detect warning behaviors, and prevent mass casualties. Learn strategies that can be adopted by organizations developing an active shooter plan. *Available for purchase from Confex as streaming media; registered attendees to the 61<sup>st</sup> Annual Seminar & Exhibits are entitled to free access.*

### [Active Shooter Procedures for Schools](#)

Presentation by Paul Timm, PSP, RETA Security, Inc.

Recorded September 29, 2015 during the ASIS 61st Annual Seminar and Exhibits.

Stakeholder concerns over potential active shooter incidents at schools have reached a fever pitch. In the wake of tragic incidents, law enforcement response has moved from the stabilization side of the spectrum to immediate action strategies. Response procedures for teachers and students are also changing. The standard lockdown response is moving toward solutions such as "Run, Hide, Fight." Some response options require significant financial investment and staff development time. Others may not be suited for certain learning environments, especially those that involve young children. Explore the various approaches, including their liability consequences. *Available for purchase from Confex as streaming media; registered attendees to the 61<sup>st</sup> Annual Seminar & Exhibits are entitled to free access.*

### [Active Shooter Prevented: Evaluating a Close Call](#)

Presentation by Drew Neckar, CPP, Mayo Clinic Health System Security

Recorded September 29, 2014 during the ASIS 60<sup>th</sup> Annual Seminar and Exhibits.

Recent mass shootings in public venues have led to significant efforts to determine how they could have been prevented. In these studies, prevention has generally focused on the early identification of individuals with a propensity to commit violence and on how police and building occupants should respond once shooting has begun. By examining an actual incident in which the suspect was stopped seconds before he became an active shooter, participants learn how the effective use of basic security elements can be the key to preventing catastrophe. *Available for purchase from Confex as streaming media; registered attendees to the 60<sup>th</sup> Annual Seminar & Exhibits are entitled to free access.*

### [Active Shooter: Is There a Role for Protective Design and Security Engineering?](#)

Presentation by Nancy Renfroe, PSP, Applied Research Associates, Inc. and Daniel Renfroe, PSP, Applied Research Associates, Inc.

Recorded October 1, 2014 during the ASIS 60<sup>th</sup> Annual Seminar and Exhibits.

“Active Shooter” is a term that unfortunately permeates the media and dinner table conversations. Could anything increase the chance of survival? While the basics of incident response include run, hide, and fight, what could be considered in the design and construction of public facilities such as malls, schools and office buildings? From an operational point of view, the steps in a typical timeline are deter, detect, delay, deny, and respond. But offices, schools, and malls cannot become hardened bunkers. So, how can protective design and security engineering play a practical role in mitigating the hazard from active shooters? *Available for purchase from Confex as streaming media; registered attendees to the 60<sup>th</sup> Annual Seminar & Exhibits are entitled to free access.*

### [Active Shooters: Challenges for Schools, Corporations, and Communities](#)

Presentation by Andre Simons, FBI Academy, and Pamela Paziotopoulos, Forest Advisors

Recorded September 24, 2013 during the ASIS 59<sup>th</sup> Annual Seminar and Exhibits.

Threat assessment and security professionals struggle to identify and thwart attacks from many sources. But the outside offender who has no known affiliation to a targeted facility poses a unique challenge. As with any crisis situation, the right preparation and proper planning can help to minimize chaos and the possibility of injury or death. By focusing on strategies to recognize similarities and differences between types of threats, security staff can adopt tools and strategies to effectively prepare any organization from the devastating effects of a random shooting. *Sponsored by ASIS Global Terrorism, Political Instability, and International Crime Council. Available for purchase from Confex as streaming media; registered attendees to the 59<sup>th</sup> Annual Seminar & Exhibits are entitled to free access.*

### [Identifying and Preventing Active Shooters](#)

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

Once a gunman enters a premises, it is too late to prepare. Fortunately, history shows us that persons who perpetrate shooting sprees display warning signs as they plan, prepare, practice, and execute their carnage. History also shows us that employees who are trained on these warning signs can help identify and prevent violent behavior. By combining the results of studies on this topic with best practices, the presenters will outline a free, turnkey training program. Its components focus on preventing violence, saving lives, and avoiding the liability and resulting litigation that inevitably follows these incidents.

### [Trends in Extreme Workplace Violence](#)

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

Violence in the workplace is on an upward trend. The economic downturn and the loss of jobs, homes, and savings have certainly added to today's workplace challenges. Is your company prepared to survive and recover from an active shooter event? The policies you implement may not prevent such an incident from occurring, but they can interrupt the sequences. Companies that employ strong internal communication strategies and train employees to respond to inappropriate behavior can significantly reduce their risk of workplace violence. Learn response options to ensure safe interaction with responding law enforcement. Discuss the fallout of the new American National Standard for Workplace Violence Prevention and Intervention.

## Recorded Webinars

### [Active Shooter Preparing and Responding to a Growing Threat](#) (Recorded Webinar)

Presented by Kevin T. Doss, MS, CPP, PSP.

An intruder with a firearm is one of the most common high profile threats to an organization these days. Protecting your personnel from these and similar threats requires an understanding of the typical tactics, responses and challenges posed by an active shooter. Instruction covers the expected actions of employees, security officers, and first responders to mitigate the damage caused by a shooter. The webinar also discusses deterring a shooting attempt, detecting warning behaviors, and preventing mass casualties along with strategies that can be easily deployed by organizations to develop their own Active Shooter Plan. *ASIS webinar (60 minutes) presented on November 4, 2015, available for purchase from ASIS Store as a CDROM.*

### [The Role of Protective Intelligence in Managing Threats Associated with Targeted Violence](#) (Recorded Webinar)

Presented by Michael Crane, Esq., CPP, CFE, Matthew W. Doherty, and Robert Davis.

The earmark of targeted violence is the selection of a particular target(s) prior to the violent attack. Following the Navy Yard shooting in Washington DC, the victims' families sued the Navy and the Department of Veteran Affairs, alleging they overlooked red flags that should have alerted them to the troubled history of the shooter. This could inspire the families of victims killed in similar active shooter incidents to seek legal advice and file lawsuits. Companies must understand the value of conducting behavioral threat assessments and how this can help identify a potential attacker's intentions before an incident occurs. *ASIS webinar (90 minutes) presented on July 23, 2014, available for purchase from ASIS Store as a CDROM.*

### [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.*

### [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. Available for purchase on CD.*

## Connecting Research in Security to Practice (CRISP) Reports

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

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

In this Connecting Research in Security to Practice (CRISP) Report, 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. 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. *Available as a free download in PDF.*

### [Preventing Gun Violence in the Workplace](#)

Dana Loomis, PhD

ASIS International Foundation CRISP Report, 2008

This Connecting Research in Security to Practice (CRISP) Report addresses the problem of gun violence in the U.S. workplace and strategies to prevent it. Although the problem is not new, it has come to wider attention as a result of publicity surrounding mass shootings. 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. *Available as a free download in PDF.*

## Additional Resources

Additional Resources are listed in the [Sources of Information on Active Shooter Situations](#) resource guide available to ASIS members as a download from the ASIS website. *Log-in is required.*