

## **Active Shooter and Violence; Deterrence, Preparation and Response**

Violent crime- it seems like something that rarely happens at Oakland Community College. Yet, all it takes is one act to make us aware that it can happen anywhere, anytime.

Recently, colleges and universities have been in the media for violent action on or near their campuses. Sadly, there are too many nationwide examples that show that we are not immune to societal actions on our property. Whether it's a big town university or a small college in rural America, violence can occur anywhere.

The 1999 incident at Columbine High School has drastically changed how law enforcement and the general public view active shooter situations. First responding officers to such a crisis will now quickly assess the situation and immediately take action. Anyone perceived as a vital threat will be engaged. The lessons learned from this and other situations have proven that it is better for law enforcement to enter the situation immediately and try to stop the violence.

Generally, shooting incidents begin and end in such a short period of time and are so spontaneous, the situation can change dramatically in an instant. Thus, your actions before, after, and during are extremely important in minimizing the harm that can occur.

### **What can you do to deter an active shooter/violent situation from developing?**

- Contact Public Safety on all suspicious activity, weapons seen/implied, threatening behavior, etc.
- Report Personal Protection Orders to your campus Public Safety office
- Review Board of Trustee policy on Workplace Violence
- Implement the recommended safety items for your syllabus-see Public Safety Website
- Take advantage of the Behavioral Assessment Review Team (BART) Program by using the Concern Form on InfoMart
  - For any incident that doesn't require an immediate Public Safety response but the actions/behaviors/communication were disturbing enough that it requires a follow up review

### **OCC students, personnel, and visitors can assist themselves and law enforcement:**

- Assess situation and call 911
- Decide whether to evacuate
  - Have an escape route in mind, leave your belongings behind
- Decide whether to seek secure shelter
  - Hide in an area out of the active shooter's view, block entry and lock door if possible, silence you cell phone, etc.
- Decide whether to fight-if there is no other option
  - As a last resort, attempt to incapacitate the active shooter, act with aggression
- Follow law enforcement instruction and remain as calm and quiet as possible
- Recognize there may be more than one actor involved

- Keep hands empty and visible at all times
- Provide critical information about the shooter(s) with appropriate descriptions
  - Clothing, actions, weapon(s), # of actors, direction of flight, etc.
- Any location may be impacted by the active shooters actions
- Post-incident, may have to remain safely in the area, as it is a crime scene
- Review with your employees, strategies you can employ in your work setting
- Confer with Public Safety, on other questions

### **How has OCC prepared for an active shooter/violent situation?**

- Train and equip Public Safety personnel
- Outline roles and responsibilities for Public Safety
- View published documents
  - Emergency Response Plan on InfoMart
  - Public Safety Website
- Offer emergency response training to Building Marshals, administrators, and all employees
- Initiate Student Safety and Emergency Guide
- Coordinate with local law enforcement
- College endorsement of National Incident Management System
- Multi-layer communication methods before/during an emergency and working to develop more
  - Emergency Public Safety flyers in all classrooms
  - Evacuation maps with identified shelter areas
  - Add phone capability in all classrooms (many hallways too)
  - All campuses have audio/visual alarms and a public address system
  - College closing procedure is posted
  - Email/Gmail system available
  - Updated Website and recorded phone lines
  - College has dedicated cell phones and fail safe phones
- Provide keys and building plans to emergency responders
- Develop video training tool for emergency response
- Coordinate and exercise evacuation plans
- Designate rally points

### **For an Active Shooter, first responders will:**

- Proceed to the area where shots were last heard
- Stop the shooting as quickly as possible
- Injured may have to be by-passed to respond to active violence; rescue teams will respond to aid the injured
- Temporarily, all individuals may be responded to as suspects
- Look different than normal in regards to uniforms/equipment/weapons
- Assume control and mandate actions of all persons in the area