

Active Shooter and Safety Plan Resource Page

The purpose of this information is to provide LUGPA practices with resources about how to effectively manage an active shooter incident and create a safety plan for their practice.

ACTIVE SHOOTER

An active shooter is an individual actively engaged in killing or attempting to kill people in a populated area. Recent active shooter incidents have underscored the need for vigilance by law enforcement and a calculated response from those on the scene before police arrive.

In most cases, active shooters use firearms(s) and there is no pattern or method to their selection of victims. Active shooter situations are unpredictable and evolve quickly. Because active shooter situations are often over within 10 to 15 minutes, before law enforcement arrives on the scene, individuals must be prepared both mentally and physically to deal with an active shooter situation. Typically, the immediate deployment of law enforcement is required to stop the shooting and mitigate harm to victims.

Resource: [Pre-Attack Behaviors of Active Shooters in the U.S.](#) FBI Quick Guide

HOW TO RESPOND WHEN AN ACTIVE SHOOTER IS IN YOUR VICINITY

Quickly determine the most reasonable way to protect your own life. Remember that customers and clients are likely to follow the lead of employees and managers during an active shooter situation.

Resource: [Responding to an Active Shooter](#): U.S. Dept. of Homeland Security

1. Evacuate

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

2. Hide out

If evacuation is not possible, find a place to hide where the active shooter is less likely to find you.

- ✓ Your hiding place should:
 - 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
- ✓ To prevent an active shooter from entering your hiding place:
 - Lock the door
 - Blockade the door with heavy furniture
- ✓ If the active shooter is nearby:
 - Lock the door
 - 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
- ✓ If evacuation and hiding out are not possible:
 - Remain calm
 - Dial 911, if possible and alert police to the active shooter's location, the number of shooters, a physical description, number or type of weapons, and number of potential victims
 - If you cannot speak, leave the line open and allow the dispatcher to listen

3. Take action against the active shooter

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

When law enforcement or security arrives, follow their orders, knowing that they may shout commands and use pepper spray or tear gas. If you are not directly in the area of the shooting, take actions such as ensuring that emergency vehicles are diverted from the facility, securing elevators to limit the shooter's access to other floors, and monitoring and reassuring patients and others who may be aware of what is happening.

DEVELOPING AN EMERGENCY ACTION PLAN FOR YOUR FACILITY

It may be crucial to develop an emergency action plan (EAP) for your staff to be trained to deal with active shooter emergencies.

Components of an Emergency Action Plan (EAP)

Create the EAP with input from several stakeholders including your human resources department, your training department (if one exists), facility owners / operators, your property manager, and local law enforcement and/or emergency responders.

- ✓ An effective EAP includes:
 - A preferred method for reporting fires and other emergencies

- An evacuation policy and procedure
- Emergency escape procedures and route assignments (i.e., floor plans, safe areas)
- Contact information for, and responsibilities of individuals to be contacted under the EAP
- Information concerning local area hospitals (i.e., name, telephone number, and distance from your location)
- An emergency notification system to alert various parties of an emergency including:
 - Individuals at remote locations within premises
 - Local law enforcement
 - Local area hospitals

Resources:

[Developing Emergency Operations Plans](#) - FBI Guide for Businesses

[Active Shooter Preparedness](#) – Cybersecurity & Infrastructure Security Agency

ACTIVE SHOOTER PREPAREDNESS FOR HEALTHCARE PROVIDERS

Mass shooting incidents have increased in recent years, prompting individuals and organizations, including hospitals and other healthcare facilities to consider active shooter response plans.

Between 2000 and 2011, 154 hospital-related shootings occurred. 91 occurred inside the hospital, and 63 occurred outside on hospital grounds. The shooter themselves are the victim in 45% of cases. Nurses account for 5% of victims, while physicians account for 3%. 91% of perpetrators were men. (NSO)

Resources:

[“Active Shooter” Safety Guidelines for Healthcare Campuses](#) – University of Rochester Medical Center Manual

[Active Shooter Planning and Response in A Healthcare Setting](#) – Healthcare and Public Health (HPH) Sector Critical Infrastructure Protection (CIP) Partnership Guide

[Quick Safety 4: Preparing for Active Shooter Situations](#) – Joint Commission (2021)

[Preparing for an Active shooter in the Clinical and Non-Clinical Environment](#) – Johns Hopkins Online Course

BEING PREPEARED, OBSERVANT IN YOUR CLINIC

An active shooter could be an employee, a patient or client, a physician, or someone else. Be alert for people acting suspiciously, such as appearing nervous when you ask simple questions, or exhibiting signs of potentially violent behavior, such as:

Depression or withdrawal

Repeated violations of your facility’s policies

Explosive outbursts of anger

Unexplained increase in absenteeism

Decrease in attention to appearance and hygiene

Talk of severe financial problems or previous incidents of violence

Report any concerns to your manager and, in the case of patients or clients, document your objective observations in the medical record.

In January 2013, the Department of Health & Human Services released a letter to healthcare providers saying that the Health Insurance Portability and Accountability Act (HIPAA) Privacy Rule “does not prevent your ability to disclose necessary information about a patient to law enforcement, family members of the patient, or other persons, when you believe the patient presents a serious danger to himself or other people.” The letter recommends that clinicians be aware of state laws related to disclosure of patient information to prevent or lessen the risk of harm.

Resources:

[Preparedness for an Active Shooter Situation in a medical office](#) - Nurse Services Organization (NSO) Guide

[Active shooter planning and response in a healthcare setting](#) – FBI Guide

[Incorporating Active Shooter Incident Planning into Health Care Facility Emergency Operations Plans](#)

– U.S. Dept. of Homeland Security / Federal Emergency Management Agency Guide

[Hospital Code Silver Activation – Active Shooter Planning Checklist](#) – California Hospital Association

[Active Shooter Resource Hub](#) – Association of Healthcare Emergency Preparedness Professionals

[Active Shooter Incidents in Healthcare Settings](#) – American Hospital Association

[Addressing Workplace Violence in Healthcare Settings](#) – Medical Group Management Association (MGMA)