

Practical Active Shooter Training

For Business Professionals

© 2018 by Jordan L. Resnick. The material can be copied and used for training very inexpensively by contacting resnickhr@gmail.com.

ResnickHR.com



Agenda

- **Preparation and Preventative Measures**
- **Identifying an Active Shooter Situation**
- **RASHDY response – Run Away, Safely Hide, Defend Yourself**
- **Leadership Response After the Incident**



Prevention

- **Physical Security**
- **Performance Management – Be Nice**
- **Timing and Method of Terminations**
- **Mentally unbalanced Employees**
- **Emergency Contact Lists**



Prevention – Basic Physical Security

- **Keys and Locks**
- **Badges**
- **Visitor Badges**
- **Business Cards**
- **Confronting Strangers**



Prevention – Other Factors

- **Performance Management**
- **Terminations**
- **Mentally Unstable Employees**



Prevention – Emergency Contacts

“We are collecting this information just in case of a true emergency. There will be a limited number of copies in sealed envelopes, only to be opened in life or death situations. We need your personal cell phone and that of a family member or contact. We hope you understand that if we are using this list, there is something seriously wrong.”



Identifying Active Shooter Situations

- Really?
- Develop a code word system for family notification –
“oranges, oranges. I am fine.”



The Active Shooter Conversation

Spouse: Hello.

You: Honey – I am OK, but we had an active shooter situation at work.

Spouse: What?

You: I am OK, but we have an active shooter situation.

Spouse: Where? Are you OK?

You: Yes, I am OK, I'm fine, I have to go.

Spouse: Where is the shooter? Whatever, I am coming to you right now.

You: Listen – I just wanted you to be aware – I am OK, but when you hear it on the news I did not want you to panic. Take the kids to soccer practice and I will call you or text once I have more information. The police want to ask me questions, now . . . Bye.



RASHDY – Reacting to an Active Shooter

- **Run Away – Don't Die A Hero**
- **Safely Hide**
 - **Stay Hidden**
 - **Stay Silent**
 - **Stay Locked-In/Barricaded**
 - **Be Patient**
- **Defend Yourself**



Leadership Response

- **Prepare but be “Present”**
- **Care for associates**
- **Give everyone talking points**

**Read the article by Jordan Resnick about how to handle the aftermath of a shooting situation for a more detailed description.