

University of Mount Union

Active Shooter/Aggressor Overview and Guidelines

The following overview and guidelines cannot cover every possible situation that may occur with an active shooter/aggressor on the campus of the University of Mount Union. This document has been created to provide an awareness and training tool to attempt to reduce the number of injuries or death if an active shooter/aggressor situation occurs.

Violent incidents, such as an active shooter/aggressor, can occur on University grounds or within close proximity of the Mount Union campus with little or no warning. Such situations are dynamic in nature and demand an immediate response to the situation by the campus community and local law enforcement to stop the attacker and prevent further harm.

The profile of an active shooter/aggressor, as defined by the Department of Homeland Security, is an individual actively engaged in killing or attempting to kill people in a confined and populated area; in most cases, active shooters use firearm(s) and there is no pattern or method to their selection of victims.¹

An active shooter/aggressor may use other weapons and/or explosives to cause harm and mayhem. These situations are unpredictable and happen quickly. Typically, the deployment of law enforcement is required to stop the active shooter/aggressor; however, law enforcement may not arrive onto the scene until after the situation is over. In addition, if an active shooter/aggressor situation should occur on campus, the University will utilize its multi-modal communication system to provide alerts and updates to the campus community. Messages will be sent via phone, text and email communications in a timely manner once information is available and may be useful for guiding response decisions. Once again, however, there may not be enough time for those messages to come to your attention before an incident occurs.

The national research on active shooter/aggressor situations is always ongoing and this document focuses on collective response and efforts by all persons working and/or visiting our campus. History has shown that 54% of active shooter/aggressor situations are over in 5 minutes or less and 72% are over in 7 minutes or less. Therefore, individuals must be prepared mentally and physically to deal with an active shooter/aggressor situation and think and act like “First Responders” using these guidelines to increase the chances of your individual survival and the collective survival of everyone involved.

How you respond to an active shooter/aggressor will be dictated by the specific circumstances of the encounter. Individuals in such a situation must try to remain as calm as possible and be reminded to think of the phrase **“RUN, HIDE, SURVIVE”** during an active shooter situation:

RUN (Evacuate)

- If an open and safe path is available, evacuate the area
- Always try to escape or evacuate even if others insist on staying
- Encourage others to leave with you but don't let their decision slow down your escape
- Leave personal items behind
- Know the nearest exits in the facility and head toward them immediately

¹ **Active Shooter: How to Respond.** U.S. Department of Homeland Security, October 2008

- Prevent others from entering the area where the shooter/aggressor may be
- Keep your hands up and visible to law enforcement
- Call 911 or campus police once you are in a safe place and report the incident, location and description of the shooter/aggressor

HIDE (Lock-down; shelter in place)

- If you cannot escape, find a place to hide out of the shooter/aggressor's view and be silent
- If you are in a hallway, get into a room and secure the door
- Turn out lights, close blinds/curtains, lock doors if possible and silence your cell phone to vibration mode
- Barricade doors and windows with furniture and other objects
- Treat any injured if it is safe to do so
- Stay low to the ground but be prepared to move quickly
- Gather items to use for self defense
- Identify methods of evacuating should the opportunity to escape occur
- If unable to escape, remain in place until the "All Clear" is released through Mount Union or law enforcement
- If safe to do so, call 911 or campus security to report your location. If shooter/aggressor is in the area and can be heard, call and keep the line open for dispatchers to listen

SURVIVE (Fight)

- As a last resort, act as aggressively as possible and use improvised weapons to distract or disarm the shooter/aggressor
- Throw objects at the shooter/aggressor's head – aim for their eyes
- Work together as a team if others are present
- Upon use of a distraction device, immediately attempt to escape or take down the shooter
- Commit to action – your life is at risk – if you cannot flee, your chance of survival is greater if you try to incapacitate the shooter/aggressor
- Remove the weapon from the shooter/aggressor's reach and safely hide it; do not handle it, as law enforcement may perceive you as the threat
- If taking down a shooter/aggressor, immobilize all limbs (arms, legs, head) until law enforcement arrives

If you decide to flee, have an escape route and plan in mind. Do not attempt to carry anything while fleeing, move quickly and keep your hands visible and follow instructions given by police.

Once law enforcement arrives, officers will proceed to the area in which the last shots were fired. Please remain clam and follow their instructions. Put down any items you have in your hands and immediately raise your hands and spread your fingers so that they can see you are not armed. Keep your hands visible at all times and avoid pointing or yelling/screaming. When evacuating, proceed in the direction from which the officers are entering the building.

Key information to provide law enforcement or a 911 operator:

- Location of the active shooter/aggressor
- Number of shooters, if more than one
- Physical description

- Number and type of weapons
- Location of, and if possible, number of victims

The first officers that arrive will not stop to help injured persons. Expect rescue teams of additional officers and emergency medical providers to follow the initial group of law enforcement. These rescue teams will treat and remove any injured persons and may call upon able-bodied individuals to assist in removing the wounded from the location.

Once you have reached a safe location, you will likely be held in that area by law enforcement until the situation is under control and all witnesses have been identified and questioned. Do not leave the scene until law enforcement authorities have instructed you to do so.

Use the “***See Something, Say Something***” technique if you have concerns about potentially violent behavior on the campus. An active shooter/aggressor on the campus may demonstrate characteristics of potentially violent behavior before the planned actions. Alert Campus Security, the Office of Human Resources, Office of Student Affairs or Office of Academic Affairs if you believe someone exhibits potentially violent behavior indicators or “red flags.”

Typically, these individuals do not just “snap.” They display violent behaviors over time. If they can be recognized, they may often be managed and treated. Look for the following behaviors that can occur in someone’s daily routine or may be published on social media (not meant to be a comprehensive list):

- Increased use of alcohol or other drugs
- Unexplained increase in absenteeism
- Noticeable decrease in attention to appearance and hygiene
- Depression or withdrawal
- Resistance and overreaction to changes in policy or procedures
- Repeated violations of policies or rules
- Increased, severe mood swings
- Noticeably unstable, emotional responses
- Explosive outbursts of anger or rage without provocation
- Suicidal; comments about “putting things in order”
- Behavior which is suspect of paranoia (“everyone is against me”)
- Increasingly talks of problems at home or in class
- Escalation of domestic issues that spill over in the workplace or classroom
- Talk of previous incidents of violence
- Empathy with individuals who commit violence
- Increase in unsolicited comments about firearms or other dangerous weapons and violent crimes

Please also refer to the attached “***Emergency Response Guide***” published by the Office of Student Affairs and made available throughout campus in the event of an emergency.

UNIVERSITY OF MOUNT UNION

Emergency Response Guide

Know when and how to evacuate

When Evacuating

- Leave using the nearest exit, or an alternate exit if nearest exit is blocked.
- Take personal belongings as long as it does not delay you from getting out of the building.
- Do not re-enter the building until instructed by emergency personnel that it is safe to do so.
- Assist disabled persons; if the person cannot be moved to the exit, ask the person to remain at that location, leave the building and advise emergency personnel immediately.
- Don't go back for items until the "all clear" is given.
- Stay clear of the area, keeping a clear path for emergency vehicles.

Fire

- Pull nearest fire alarm if you smell smoke or see flames
- Evacuate the building as quickly as possible at the sound of a fire alarm; staying clear of smoke and checking closed doors for heat before opening
- Do not use the elevators
- Once outside, move to a safe spot away from the building, allowing room for fire trucks to get close
- If escape is not possible, hang something out the window and call 911 or Campus Security and notify them of your location
- All building alarms (not smoke detectors) are wired in the Fire Department so they will have been automatically dispatched

Hazardous Materials

- If danger is indoors, evacuate the building. If danger is outside, go inside and shelter in place
- Avoid contact with spilled liquids, airborne mists or solid materials believed to be the source, and if possible, avoid inhaling gases, fumes, or smoke by covering your mouth or nose
- Alert others to stay upwind and clear of the area
- Call 911 and Campus Security at 330-428-1344
- Notify emergency personnel if you have been exposed or have information about the hazard

Suspicious Object

- Do not touch or disturb the object
- Call 911 or Campus Security at 330-428-1344
- Keep others in the vicinity away from the object while waiting for emergency personnel
- Prepare to evacuate if instructed by responding emergency personnel

Suspicious Person

- Do not confront, stop, or try to otherwise detain the person
- Note the person's description and suspicious behavior
- Call 911 or Campus Security at 330-428-1344

Know when and how to take shelter

When Sheltering in Place

- Seek the most secure place possible in your location and remain there during the emergency
- Remain sheltered until you are notified by emergency personnel or official university communication that it is safe to leave
- If safe to do so, check your phone for texts or emails for latest updates from Connect-Ed

Active Shooter/Violent Incident

- Shelter in place or consider evacuating if it is safe to do so
- Block entry to your hiding place, locking the door if possible and hide as much as possible in the space
- Turn off lights and silence phones
- Call 911 or Campus Security at 330-428-1344
- ALICE principles:
 - Alert: tell others around you of the danger
 - Lock down: secure the room you're in
 - Inform: call 911 with details
 - Counter: if found, create a distraction
 - Evacuate: leave when it is safe to do so

Tornado

- If tornado siren sounds or you are alerted by other means of a tornado warning for Stark County, seek shelter immediately by going to the lowest, indoor space away from windows and glass as well as corners or outside walls
- Do not open doors or windows
- Kneel on the floor or under heavy, well-supported objects and cover your head
- Call 911 or Campus Security at 330-428-1344 to report injuries, fire, gas leaks, debris, etc

Medical Emergency

- If illness or injury is serious, do not attempt to move the person
- Call 911 or Campus Security at 330-428-1344 and report your location and nature of the emergency
- Send someone if available to meet the emergency personnel outside the building and direct them to the person's location

Utility Failures

- Call 911 immediately if there is a potential danger to an occupant
- Call Campus Security at 330-428-1344 and report the nature and location of the problem

Not all situations can be planned for. In the absence of instructions, use your best judgment.

Campus Security: 330-428-1344