

Hello Service Providers,

The horrific shooting event at Inland Regional Center on Wednesday morning, 12/2, has left the whole world reeling. It certainly touched very close to home for all of us working within the service system for people with intellectual and development disabilities in California. We felt it was important to reach out to you, our invaluable service providers, with information that we hope will be useful.

First though, San Andreas staff received many generous emails and calls expressing prayers, concern and support of us from service providers, as well as the people we serve and their families and other members of the community. We thank you for that!

The news continues to come in via the media about the details of the event, but please also follow this link <http://arcanet.org/docs/irc-press-release2.pdf> to read the press release from yesterday from ARCA (the Association of Regional Center Agencies) which will give you information from more of a service system perspective.

We shared some emergency preparedness materials with providers who attended yesterday's Service Provider Advisory Committee (SPAC) meeting. There were requests to send the information electronically as well and to reach out to all providers. It's unfortunate, of course, that we live in a world in which we all need to prepare for an "Active Shooter" situation. Nevertheless, we must all do what we can to train ourselves and our staff for such unthinkable events. Apart from the enclosed materials, emergency preparedness professionals also reached out to us with the email links below. These materials are available to the public on the internet, but perhaps it will be useful to have them all in one email.

1. [Run, Hide, Fight - Surviving an Active Shooter Event](#)
2. [Corra, Escondase, Pelee - Sobreviviendo un Tiroteo](#) (Spanish version of Run, Hide, Fight)
3. [Run, Hide, Fight - Surviving an Active Shooter Event - Vietnamese](#)
4. [Run, Hide, Fight - Surviving an Active Shooter Event - Chinese with Subtitles](#)
5. [Last Resort Active Shooter Survival - Measures by Alon Stivi](#)
6. [Surviving an Active Shooter - LA County Sheriff](#)
7. [Active Shooter - How to Respond \(Homeland Security Booklet\)](#)

Thanks so much for all that you do to serve people with I/DD every day. Wishing you a wonderful holiday season, and let there indeed be peace on earth!

Jeffery Darling
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Active Shooter

Run,Hide,Fight video

Survivors take a personal stake in their own personal safety & security
They have mentally prepared themselves by asking the "What if" questions;
What would I do? Where would I go?

Survival Mindset

- Awareness
 - Take time to understand your situation
- Preparation
 - Asking yourself "What if" questions
 - Developing effective response strategies
- Rehearsal
 - Practicing your response plan

Gunshots may be unrecognizable. They will sound artificial - not like on TV.

FIGURE OUT

Decide best course of action - trust your intuition

- **GET OUT:** Can you safely escape?
- **HIDE OUT:** Is there a good place to hide?
- **TAKE OUT:** Will you take out the shooter?

Research shows that there is a REAL difference between the reactions of people who have been trained to face stressful, life threatening situations and those who have not.

Recommended Reading: Amanda Ripley "The Unthinkable: Who Survives Disasters & Why"

TRAINED	UNTRAINED
Anxious	Panic
Recall what they've learned	Disbelief and denial
Preparing to act as they've rehearsed	In denial, shock
Commit to action based on Survival Mindset	Descend into helplessness

Survival Mindset helps you act quickly and effectively

- Awareness
- Get into your survival mindset
- Able to take rapid, effective actions
- Be **mindful**, **NOT** fearful

Know Your Surroundings

- Escape Routes
- What is available if you needed to hide behind it as a buffer between assailants and yourselves.
- The best way to contact emergency services

HUMAN THREATS

- Be aware of people around you
- Pay attention to what seems out of the ordinary
- ACCEPT that a situation like this could happen is the first step to taking decisive action

FIGURE OUT the situation

- What's going on
- Where is it happening
- Who is doing it?
- Build your awareness using all your senses
- Do it quickly
- Stay calm
- Trust your intuition!

If you hear a sound that might be a gunshot, assume that it is until you know otherwise.

TAKE ACTION OPTIONS

A. GET OUT

- If you can, get out
- Trust your instinct
- Leave belongings behind
- The best way to survive an active shooter situation is not to be where he is and not to go where he can see you
- Run if a safe path is available. Always try and escape or evacuate even if others insist on staying.
- Encourage others to leave with you but don't let the indecision of others slow down your own effort to escape.
- Once you are out of the line of fire, try to prevent others from walking into the danger zone and call 9-1-1.

B. CALL OUT*

- Don't assume someone else is calling
- Call 9-1-1 (pay phones, cell phones with 7 digit emergency number (408-299-3233), landline phones, classroom emergency phones, signal out a window, TEXT a friend and ask them to call 9-1-1)
- Be persistent; lines may be jammed
- Calmly state where you are and what's happening

C. HIDE OUT - KEEP OUT - SPREAD OUT

If you cannot get out safely

- Find a hidden location
- Find protection
- Avoid places that trap or restrict movement

KEEP OUT

- Find a room that locks
- Blockade the door
- Lights out!
- Be silent - turn off radios or other noise producing objects and silence cell phones or pagers
- CALL OUT

SPREAD OUT

- It's much easier to shoot a group of people who are huddled in one place, than if they are scattered around the room
- Quietly talk about what you'll do if the shooter enters

D. TAKE OUT - If there is no other option

- Spread out
- Make a plan
- Act as a team
- Total commitment to action
- Do whatever necessary

Convince yourself that you have what it takes to survive when your life is on the line

- This is a life and death decision only you can make
- Disrupt his actions or incapacitate him
- Total commitment and absolute resolve is critical
- Act with aggression, use improvised weapons

[Last Resort Video](#)

WHAT IF? ...shooting begins while you are walking outside?

- Stay in motion
- Find protection (tree, wall, anything that will give you some protection)
- Use surrounding environment
- FIGURE OUT & follow action steps

HELP OUT

- Help others escape
- Keep others away from the danger area
- Help the injured *Take START Triage!*
- Warn others
- Help others stay calm

WHEN OFFICERS ARRIVE		
<p>WHEN OFFICERS ARRIVE outside, calmly tell them:</p> <ul style="list-style-type: none"> • Location of the shooter • Number of shooters • Number and type of weapons 	<p>WHEN OFFICERS ENTER your room:</p> <ul style="list-style-type: none"> • Don't point • Keep hands open and visible at all times • Don't scream or yell or run toward officers • Be quiet, compliant • They don't know who's a threat 	<p>Law Enforcement's first responsibility is to eliminate the threat:</p> <ul style="list-style-type: none"> • Police will not assist with injuries • Police will not assist you as you get out

HOSTAGE SITUATION – DIFFERENT FROM ACTIVE SHOOTER

Hostage Taker's Objectives <ul style="list-style-type: none"> • Uses hostages for leverage • Trying to achieve a goal 	What To Do As A Hostage <ul style="list-style-type: none"> • Remain calm • Follow directions • Wait for authorities to resolve • If the situation changes...and the gunman starts shooting...YOU'RE IN AN ACTIVE SHOOTER SITUATION 	Hostage Survival <ul style="list-style-type: none"> • Remain calm • Follow directions • Avoid sudden movements • Maintain eye contact (but don't stare) Find a middle position (not too assertive/passive) • Personalize yourself • Don't argue • Don't be a nuisance • Don't turn your back • Negotiations may take a long time, be mentally prepared
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PREVENTION (See Emergency Guidelines Violence Prevention)

- **REPORT** observations and feelings
- Violence often results from frustration and a communication breakdown
- Listen to "troubled" individuals

BEHAVIORS OF CONCERN	
<ul style="list-style-type: none"> • Angry or argumentative • Blame others for their problems • Fail to take responsibility for their own actions • Retaliate against perceived injustice • Increasing belligerence • Ominous, specific threats (homicide, suicide, etc) 	<ul style="list-style-type: none"> • Hypersensitivity to criticism • Recent acquisition/fascination with weapons • Preoccupation with violent themes • Interest in recently publicized violent events • Extreme disorganization • Noticeable changes in behavior

*INFORMATION FOR 9-1-1 <i>Provide as much information as possible to the 9-1-1 dispatcher</i>		
Suspect Description: <ul style="list-style-type: none"> • Male or female? • Approximate age? • Height/Weight • Hair/Eye color • Clothing description • Other unique characteristics? 	Weapon Description: <ul style="list-style-type: none"> • Color • Rapid fire or single shot? • Pistol, Rifle? • How many weapons? 	Car Description: <ul style="list-style-type: none"> • Color, Year, Make & Body Style, Model • LICENSE plate & license state • Other identifiers (body damage, bumper stickers)

Active Shooter Decision Tree

HEAR gunshots, SEE a weapon or people screaming and CONFIRMING shots/weapons?

- Decide if your best response is to Run, Hide, or Fight

Receive LOCKDOWN message via text, phone or email?

Do you HEAR or SEE anything?

- Yes
 - Decide if your best response is Run, Hide, or Fight
- No
 - Lock your doors and get away from windows. Continue to assess and make a plan for what to do:
 - If the attacker is coming your way
 - Run, Hide or Fight
 - If the attacker enters your space
 - Fight

DECISION GUIDELINES:

RUN

- Run from cover to cover so the shooter has difficulty aiming at you.
- Try to get natural barriers (cover) between you and the attacker (walls, poles, planters).
- Be aware of your surroundings – there could be more than one attacker.
- Be quiet except to warn others.
- Run **all the way off campus** to a safe location. Do not stop to get your vehicle.

If you are in a large group, and you have time, try to leave a few at a time to minimize attracting attention.

HIDE

- Lock doors and windows.
- Cover windows if you have time.
- Try to hide out of view of windows and be quiet.
- Keep assessing the situation (peek out windows without being seen, listen, check campus Facebook and Twitter for status updates).
- Plan how to get a strategic advantage if the attacker enters your room.

FIGHT - Make a total commitment to act as a team to plan how to survive

- Every room is different. Make your plan based on your resources.
- Place items near the door to block the view into the room or trip the attacker.
- Distract the attacker while others knock him/her to the ground. Hold him/her down
- Remove weapon if possible and place under a trash can or other covering.
 - DO NOT PICK UP THE WEAPON or Police may mistake you for the attacker.