ACTIVE ATTACKER

EDUCATION - SURVIVAL - RESPONSE

Melissa Collins
Program Manager: Security, Risk, and Resilience
Office of Risk Services
OUR GOALS

• Inform, educate, and offer options

• Empower individuals to use their own judgement when determining how to respond to an active shooter/active attacker incident
DISCLAIMER

This training is meant to educate folks about the options available to them during an active attacker incident.

Please be advised that the following contains videos and photos that are dramatic and realistic.

Some viewers may find it upsetting.

Individuals must use their own discretion in determining how to respond.

It’s okay to leave the training at any time.

We will make this presentation available so that you can revisit when you are ready.
Please take advantage of campus resources as needed. Students seeking counseling services may receive support through Counseling and Psychological Services. Students who need assistance navigating these or other resources can contact deanofstudents@berkeley.edu.

For staff members, the Be Well at Work - Employee Assistance provides free, confidential counseling and referrals for staff. To schedule an appointment with an Employee Assistance counselor, please contact 510-643-7754 or email employeeassistance@berkeley.edu.

https://uhs.berkeley.edu/bewellatwork/employee-assistance

https://uhs.berkeley.edu/counseling
WHAT IS A CRITICAL INCIDENT?

“Traumatic event (or perceived life-threatening event) that has sufficient power to overwhelm an individual's ability to cope.”

Active Shooter/Active Attacker
“An individual actively engaged in killing or attempting to kill people in a populated area.”
HUMAN RESPONSE TO A CRISIS

Flight, Fight, or Freeze

A person’s automatic or natural reaction to the unexpected

- Panic/Fear/Disbelief
- Paralysis (most common reaction)

Reaction Determination Process

- Denial – rationalizing the event
- Deliberation – rely on training, knowledge and experience
- Decisive moment – taking action
BEFORE, DURING, AND AFTER A CRITICAL INCIDENT

Be aware, alert, and attentive to your surroundings

Plan for the worst

Practice “what if” scenarios

Trust your gut instincts

Notify law enforcement - call or text 911
Survive
Everyone’s priority should be to protect themselves. When possible, protect others around you.

Create Time
Use distance, delay, or defense.

Consider Use of Force
There are no limitations— we have the inherent right of self-defense, protected by law.
Mass shootings in the US are on the rise
Incidents in which four or more people were killed or injured

*data up to 26 October
Source: Gun Violence Archive
MASS SHOOTINGS IN 2023 BY LOCATION

January 1 - November 13, 2023

gunviolencearchive.org
WHY RUN/ESCAPE, HIDE, FIGHT

Run, Hide, Fight is a national concept used and endorsed by:

- Department of Homeland Security (DHS)
- Federal Emergency Management Agency (FEMA)
- Federal Bureau of Investigation (FBI)
HOW TO RESPOND – ESCAPE

RUN/ESCAPE
IF POSSIBLE
ESCAPE – FIRST CHOICE

At the first opportunity – Escape!

- This is the preferred option, depending on specific circumstances:
  - Location of the attacker
  - Knowledge of your environment
  - Possibility of safe escape
- Leave everything but your mobile phone behind
- Get as far away as possible; move away from the area until you are certain that you are out of danger and stay away
ESCAPE – GET AWAY

Use any possible exit

- Doors
- Windows
- Fire exits

When possible, work as a team

- Have someone watch or listen for the attacker
- Encourage others to leave, but don’t let their indecision slow you down
- Calmly, quietly and safely help evacuate as many people as possible
- Be aware of folks in your area who may need extra support getting out and create a plan to help in advance of any potential critical incident
- Develop a plan to account for others in your area (phone tree, etc.)
ESCAPE – NOTIFY COWORKERS

When you are safe and able, provide as much information as possible to fellow employees. The more people who know, the better.

- Real-time information – crucial to increasing survival
- Enhances decision-making
- Use plain English
ESCAPE – NOTIFY LAW ENFORCEMENT

When you are safe and able, call 911 and provide as much information as possible.

• Location with street address
• What is currently happening
• A description of the attacker – especially clothing
• Type of weapon(s)
• Number of shots
• Any injuries
• A call back number
HOW TO RESPOND - HIDE

HIDE

IF ESCAPE IS NOT POSSIBLE
• If you are unable to run or evacuate, find a place where the attacker is less likely to find you
• Immediately secure the area
• Use whatever is available to prevent the attacker from entering
• Try to use cover/protection vs. concealment
The Basics:

- Lock the door
- Turn off lights
- Silence devices
- Move away from windows
- Call 9-1-1, if possible
- Stay quiet

Barricade with anything and everything possible:

- Tables/Desks
- Chairs
- Shelves
- Belts
- Improvised tools

Have an all-clear signal – How will you know?
HIDE – MAKE IT HARD TO GET TO YOU

Lock the door and block it with furniture.

Keep your options for movement.

Hide behind furniture not under it.

Do not group; scatter around the room.
HIDE – WHAT DOES A BARRICADE LOOK LIKE?

Make the attacker work hard to get to you!
HOW TO RESPOND - FIGHT

FIGHT
ONLY AS A LAST RESORT
When there is no other option, you must fight to survive. Change your mindset. Commit to your actions. The attacker is counting on you doing nothing. Make a plan.

- Act as aggressively as possible and do whatever is necessary
- Attempt to disrupt and/or incapacitate the attacker
- Use any and all improvised weapons
We recommend forming two groups:  

**Distraction Group**

- Select positions of advantage  
- Scatter around the room  
- Grab something to throw or use  
- Stay away from the doorway  

**Doorway Group**

- Stack at the doorway  
- Select positions of advantage  
- Stay out of the attacker’s view  
- Someone takes the lead and suggests action  
  - Assign duties—weapon, arms, legs (weapon is priority)
FIGHT — PREPARE

Scatter around the room, selecting positions of advantage.

Grab something to throw or use as a weapon.

Lead

Doorway group

Distraction group

WINDOW

WINDOW

DOOR
FIGHT – ACT

When the attacker enters the room, FIGHT BACK!

Act as a team to disrupt and incapacitate

**Distraction group:** Scatter around the room and throw objects as hard as possible

**Doorway group:** Rush/Swarm the attacker

- First and/or second person go for the weapon
- Use body weight, not arm strength, to overwhelm and overpower the attacker
- Others — one person per arm, one person per leg and one person for the head
- Don't let the attacker get up or reach into pockets
FIGHT – ACT

Act aggressively and work as a team.

Throw objects at the shooter.

Get the gun and incapacitate the shooter.

Yell and call for help.
FIGHT – PREPARE
FIGHT – ACT
FIGHT – RESTRAIN
If the attacker continues to fight and/or the doorway group struggles fighting the suspect, everyone else…
If the attacker pins the weapon:

• Stay piled on top/restrained until law enforcement

If the attacker releases the weapon:

• Keep the weapon away from the attacker and out of sight
• Place the weapon under a trash can, table, desk, etc
• Remain near the weapon with your hands up
• **Do not hold or point the weapon at the attacker when officers arrive at the scene**
WHEN OFFICERS ARRIVE...

Priority is to Locate and Stop the Threat

DO:

• Follow all officers’ directions immediately and without discussion
• Try to remain calm
• Provide facts, not guesses or speculation
• Identify the aggressor, if known

DO NOT:

• Run to officers
• Carry or have anything in your hands
• Block the pathway between the officer(s) and the attacker
If an active shooter incident develops, the UC Berkeley Police Department and the local law enforcement will work closely with UC officials to manage the situation.

UCBPD will provide the most accurate and timely information available as the situation evolves.

Confirm that you are signed up to receive UCB emergency notifications at https://warnme.berkeley.edu.
ADDITIONAL LOCAL RESOURCES

https://berkeleyca.gov/safety-health/disaster-preparedness/emergency-notifications

- **Sign up for AC Alert**, Berkeley’s main emergency alerting system, to get alerts about addresses of interest including locations you care about – such as your home, office, or a child’s school.

- During an emergency, **review Berkeley’s real-time emergency map** to find emergency information, like evacuation orders or open shelters.

- **Follow the City of Berkeley’s X (Twitter) account**. This account may offer additional emergency information.
Stress Factors

If you see a friend/co-worker struggling, they may need support. Common stress factors may include:

- Divorce/Separation
- Death of a family member/friend
- Financial struggles
- Housing instability
Concerning Behaviors

Stress can result in unusual behavior in workplace. This may look like any of the following:

• Angry outbursts (yelling, throwing/slamming things, etc.)
• Fighting or challenging to fight
• Crying
• Falling asleep
• Preoccupation with guns or violence** (talking about purchasing or researching guns online)
Any act or imminent threat of significant physical violence within or against the campus community should be reported immediately to the police as an emergency situation.

**IN AN EMERGENCY, DIAL 911**
For emergencies on campus, call (510) 642-3333.

Otherwise, to report a crime or threat please call (510)-642-6760 or visit UCPD (1 Sproul Hall, UC Berkeley) 24 hours a day, seven days a week.
To report non-criminal and non-urgent behavior of concern by a student, you may submit a CARE report to the UC Berkeley Students of Concern Committee (SOCC) online at https://sa.berkeley.edu/csi/socc.

For non-criminal and non-urgent behavior of concern by a campus employee, you may notify that person’s supervisor or manager, or try one of the following options:

- **Faculty** – Academic Personnel Office (APO) at https://apo.berkeley.edu/

- **Staff** (except housing) – UC People & Culture (HR) at https://hr.berkeley.edu/resolving-problems

- **Housing staff** – Housing Facilities, Operations & Services (HFOS) at https://housing.berkeley.edu/contact
UCPD serves as the chair for the UC Berkeley Behavioral Risk / Response Team (BRT), a group of key campus officials with the shared mission of enabling a coordinated, multi-disciplinary assessment and response to known credible risks of significant physical violence within or against the University community.

When UCPD becomes aware of such a threat and assesses it as posing a high risk, BRT is convened to review the situation and prepare a response plan. A variety of response options may be available depending on the specific situation. BRT engages the assistance of other University and community resources, representatives and experts as needed to help try to mitigate the concern.

For additional information or questions about BRT, please visit UCBPD or call (510) 642-6760 and ask to speak to the Special Operations Lieutenant during standard business hours.
The UCBPD Threat Management Unit (TMU) is an element of the UCBPD Criminal Investigations Bureau (CIB) and consists of detectives (sworn peace officers) who are assigned to assess, investigate and manage the response to potential threats, in addition to their other duties as criminal investigators. UCBPD was a pioneer in this proactive approach, establishing TMU in 1995 as one of the first units of its type in the country.

TMU detectives routinely addresses a wide variety of situations, including but not limited to those involving concerns about the behavior and mental health of students and employees, workplace conflict, hateful speech, stalking, relationship violence, sexual violence and disruptive or threatening conduct by persons unaffiliated with the University.
ADDITIONAL TRAINING OPTIONS


- California Department of Education - Crisis Preparedness: https://www.cde.ca.gov/ls/ss/cp/


Questions?
Melissa Collins
Program Manager: Security, Risk and Resilience
Office of Risk Services
melissa.collins@ucop.edu
619-857-7321