

Safety Meetings are important!

They: get your employees actively involved
encourage safety awareness
help identify problems before they become accidents
motivate employees to follow proper safety procedures

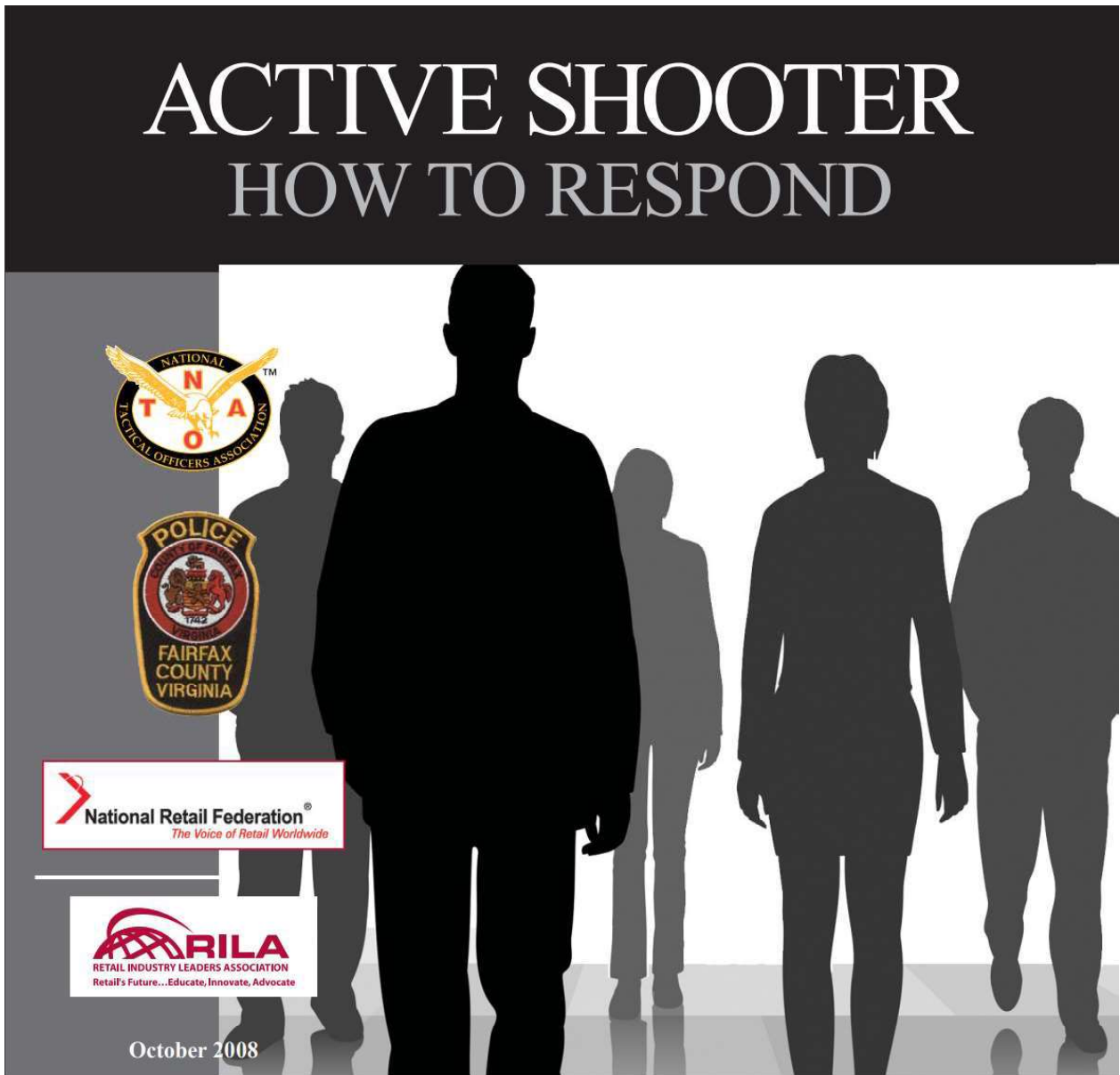
We are happy to provide you with a monthly topic for your agenda.

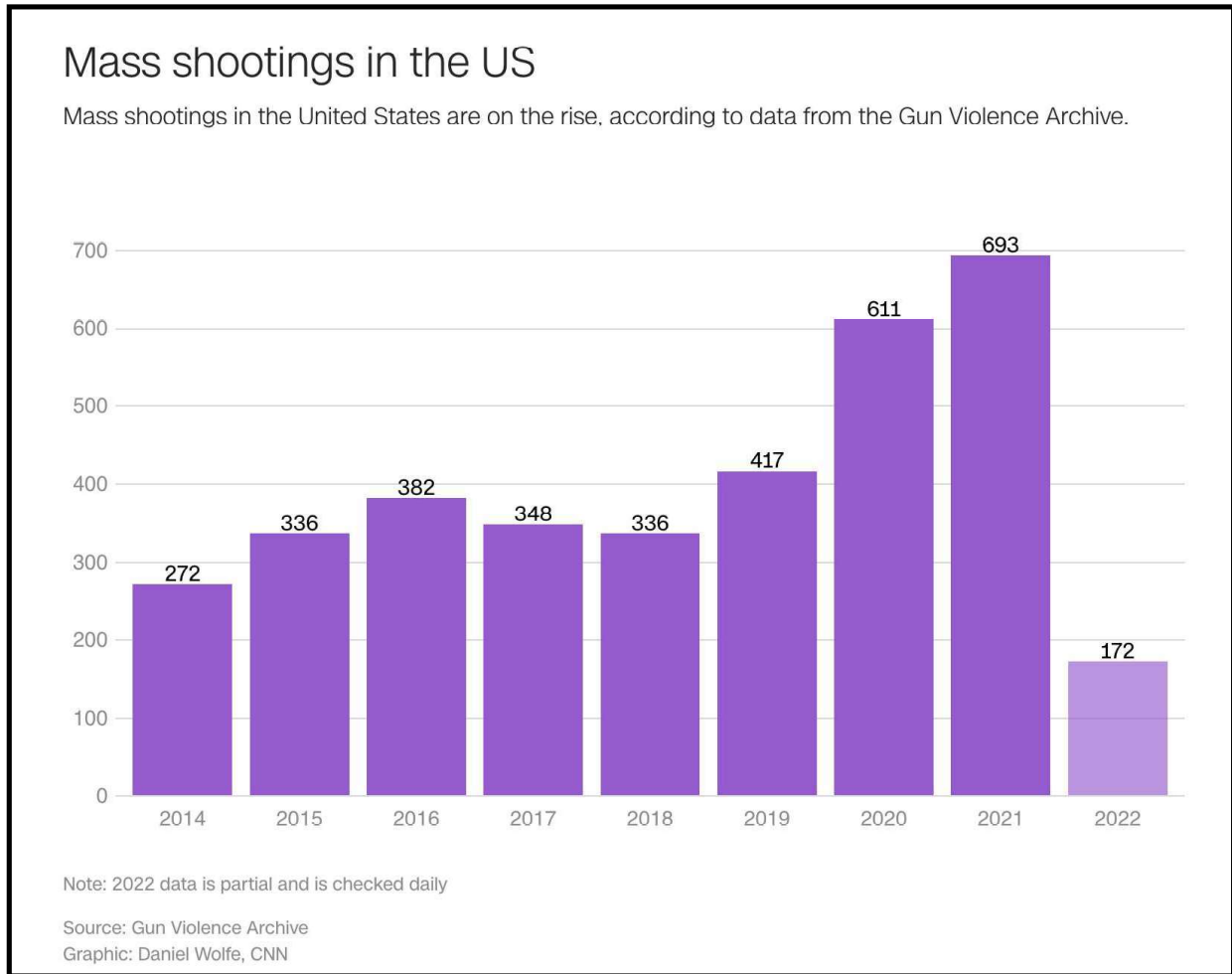
ROUTE TO:

- General Manager
- Safety Coordinator
- Supervisor Dept. _____
- Other _____
- Date of Meeting _____

August 2022

Active Shooter





(Data as of May 2022) *1

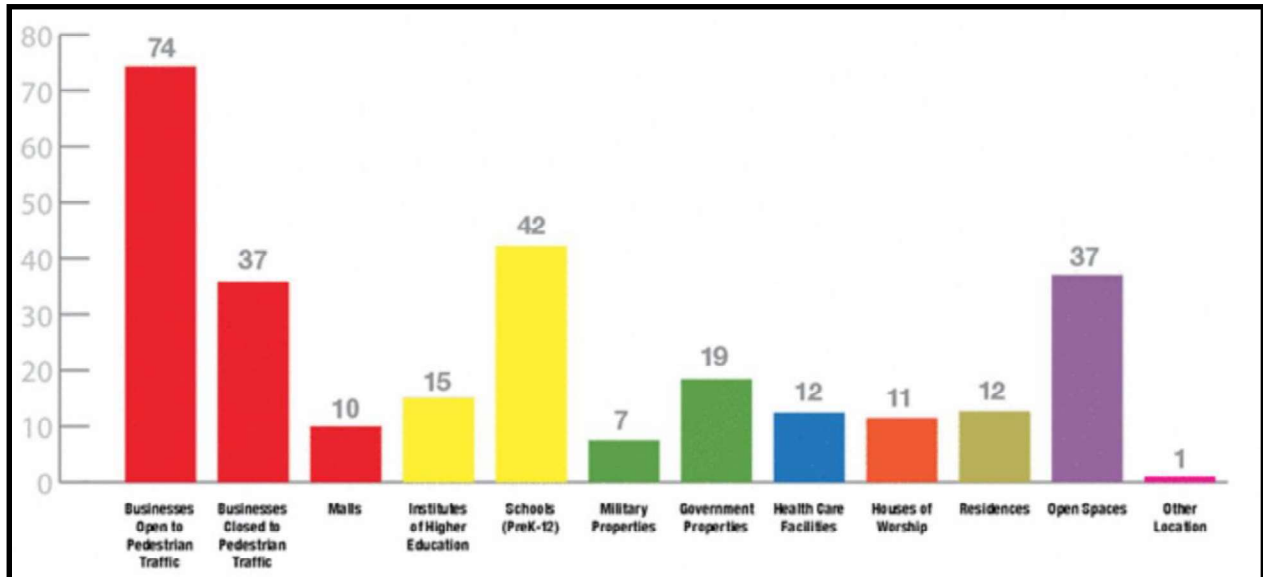
The graph below is only part of the picture; since 2011 mass shootings have doubled and the data for 2022 does not include the June mass shootings. Just to be clear, mass shootings are defined as involving 3-4 victims in a short period of time. This would include the daily shootings in Chicago, New York, Los Angeles and other major cities.

The startling data is that from 1982-2011 a mass shooting event occurred every 200 days, a little less than a year apart. By 2018, the frequency increased to every 64 days. (*2), now in the major cities we hear of mass shootings almost daily. Even with the increased number of “mass shootings,” the number of homicides by firearm has decreased by 50% since 1993. Unfortunately innocent people are being injured or killed and we need to do our part to keep ourselves and our “Work Family” safe.

Some active shooters just want to kill people so many times there are no targeted victims, however in the case of workplace mass shootings, the shooter generally has ties to the business or employees (4).

Between the years 2000-2018, 13% of all mass shootings occurred at Businesses closed to Pedestrian traffic - that is businesses like ours.





Law enforcement has three simple rules to help anyone survive an active shooting incident: **Run, Hide, Fight**. First, be aware of your environment, know where the exits are and know where you can hide.(3)

If you can, RUN:

- * have an escape route in mind
- * evacuate whether or not people want to go with you.
- * After you exit the building
 - * find a safe place
 - * call 911

When the police arrive give them all the details you can and follow their instructions.

If you cannot run, then HIDE.

The hiding place should be:

- * out of the shooter's view
- * should provide some protection from shots fired towards you.
- * lock the room if the doorknob has a lock, blockade it as best you can
- * silence your cell phone
- * turn off any other sources of noise(TV, radio)
- * remain quiet

If you have to fight it should be your last resort and when your life is in imminent danger.

- * Gather anything that could be used as a weapon

Once the decision to fight is made, DO NOT FALTER!





I have gathered three resources (below), 2 videos and 1 pamphlet to aid your policy and training development. Also, the GAWDA Safety Committee has also developed an active shooter guide to help you develop a policy (attached).

Active Shooter [Run. Hide. Fight Active Shooter video - Ready.gov Houston](#)
[Run. Hide. Fight video - FBI](#)
[Active Shooter How to Respond - DHS](#)

Resources:

(1) Wolf, Daniel, Mass Shootings in the US Fast Facts. CNN, July 18, 2022.
<https://www.cnn.com/2021/07/06/us/mass-shootings-fast-facts>

(2) Apex Officer, Active Shooter Facts, <https://www.apexofficer.com/resources/active-shooter-facts>, July 14, 2022.

(3) DHS, Active Shooter/ How to Respond.
https://www.dhs.gov/xlibrary/assets/active_shooter_booklet.pdf

(4) FEMA, Active Shooter/ Response Planning: Run, Hide, Fight: Run(Evacuation).
<https://community.fema.gov/ProtectiveActions/s/article/Active-Shooter-Response-Planning-Run-Hide-Fight-Run-Evacuation>





PURPOSE	To provide a set of proposed guidelines for emergency preparedness of welding distributors and fill plants in the event of an active shooter
RESPONSIBILITY	All facility personnel
AUTHORITY	Facility manager and or fill plant manager

Active Shooter Emergency Preparedness

Introduction

In developing an active shooter preparedness plan. At a minimum, the plan should address security assessments, preparedness, communication, actions, and training. Below lists some recommended topics for each area.

- Security assessments
- Preparedness
- Communication
- Actions taken during an incident
- Training and exercises

Policy/ Procedure:

1. Security assessments:
 - Identify critical assets
 - Analyze potential threats
 - Evaluate existing security measures – Identify potential weaknesses and areas for improvement.
2. Preparedness:

Train on how to recognize potential workplace violence and suspicious behavior which may include, but not limited, to the following:

 - Anti-social behavior
 - Vindictiveness which could include a recently terminated employee
 - Victim mentality including hostility
 - Extreme paranoia
 - Persistent anger
 - Violent thoughts which include threats whether overt or implied
 - Controlling personality traits
 - Difficulty holding jobs
 - Strange behavior
 - Unhealthy habits
 - a. Become familiar with exits, emergency call boxes, potential safe harbors, and emergency response kits.
 - b. Identify an escape route in the event you are directed to evacuate.

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- c. Identify who to call to report an incident and what information to provide quickly about the situation.
 - d. Have a plan for accounting for all personnel in such an event.
 - e. Build relationships with law enforcement and neighboring emergency response agencies.
 - f. Develop a plan to get medical aid to victims quickly.
3. Communication:
- a. Identify a signal to notify others of an active shooter event in order to implement action plan.
 - b. Contact 911 operations and provide following information if available:
 - Location of the active shooter
 - Number of shooters
 - Physical description of shooters
 - Number and type of weapons shooter has
 - Number of potential victims at location
 - c. Consider installing a silent/remote alarm monitoring system with multiple activation stations.
4. Actions taken during an incident:
When an active shooter is present, one must be prepared both mentally and physically to deal with the situation. There options available are Run, Hide, and Fight.
- a. Run:
 - Have an escape route and plan in mind.
 - Leave your belongings behind.
 - Evacuate regardless of whether others agree to follow.
 - Help others escape, if possible.
 - Do not attempt to move the wounded.
 - Prevent others from entering an area where the active shooter may be.
 - Keep your hands visible.
 - Call 911 when you are safe.
 - b. Hide:
 - Hide in an area out of the shooter's view.
 - Lock the doors and/or barricade them with heavy furniture, if possible.
 - Close and lock windows and close blinds or cover windows.
 - Turn off lights.
 - Silence all electronic devices (including vibrate mode).
 - Remain silent.
 - Look for other avenues of escape.
 - Identify ad-hoc weapons.
 - When safe to do so, use strategies to silently communicate with first responders, if possible (e.g., in rooms with exterior windows, make signs to silently signal law enforcement and emergency responders to indicate the status of the room's occupants).
 - Hide along the wall closest to the exit but out of view from the hallway (which would allow the best option for ambushing the shooter and for possible escape if the shooter enters or passes by the room).
 - Remain in place until given an all clear by identifiable law enforcement.

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p.2

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- c. Fight:
 - Fight as a last resort and only when your life is in imminent danger.
 - Attempt to incapacitate the shooter.
 - Act with as much physical aggression as possible.
 - Improvise weapons or throw items at the active shooter.
 - Commit to your actions . . . your life depends on it.
5. Training and exercises:
 - a. Schedule regular drills incorporating the ALICE protocol-- Alert, Lockdown, Inform, Counter, and Evacuate
 - b. Understand where to shelter if necessary, going to the nearest room or office and locking the door
 - c. Practice closing blinds, turning off lights, covering windows and remaining quiet.

Definitions:

1. An active shooter:
Is defined as an individual actively engaged in killing or attempting to kill people in a populated area. While the majority of incidents involve the use of firearms, the term "active shooter" may also apply to an individual armed with any other type of weapon (e.g., firearm, knife, explosives, etc.) or describe any incident with a perpetrator who poses an active threat.

Resources:

1. Additional resources to consider when developing an active shooter preparedness plan include:
www.dhs.gov
www.ready.gov

Attachments:

1. None.

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p.3

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If you have any questions or would like to discuss policies further, please feel free to contact me.

Marilyn Dempsey

GAWDA Consultant: DHS, EPA, OSHA

Safety Dragon Workplace Consultants, LLC

E: Marilyn@safetydragons.com

M: 940-999-8466

