



Active Shooter Awareness, Response and Survival Training for All Hospital Staff Members

Michelle Walsh



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About | Michelle A. Walsh



Pomona Valley Hospital Medical Center

Security Manager | 2018 – Current

San Bernardino County Sheriff's Department

Search & Rescue & Aviation | 2015 – Current

Active Shooter Survival Trainer

2011 - Current

Tactical Combat Casualty Care NAEMT Provider

2019 - Current

Victor Valley Global Medical Center | KPC Global

Compliance | Emergency Management & Public Safety Manager | 2011 – 2018

Leadership-Teambuilding-Organizational Development

20 Years – Landmark Education | IAHS | JRIC | InfraGard Los Angeles



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Safety Briefing | In Event of Active Shooter Situation

Locate your nearest exit points | **Run**

Locate your hiding areas | **Hide**

Locate your nearest improvised weapon(s) | **Fight**

Have the “Will to Survive” | **Survive**

Dial or Text 9-1-1 / Notify others / Activate codes | **Notifications**

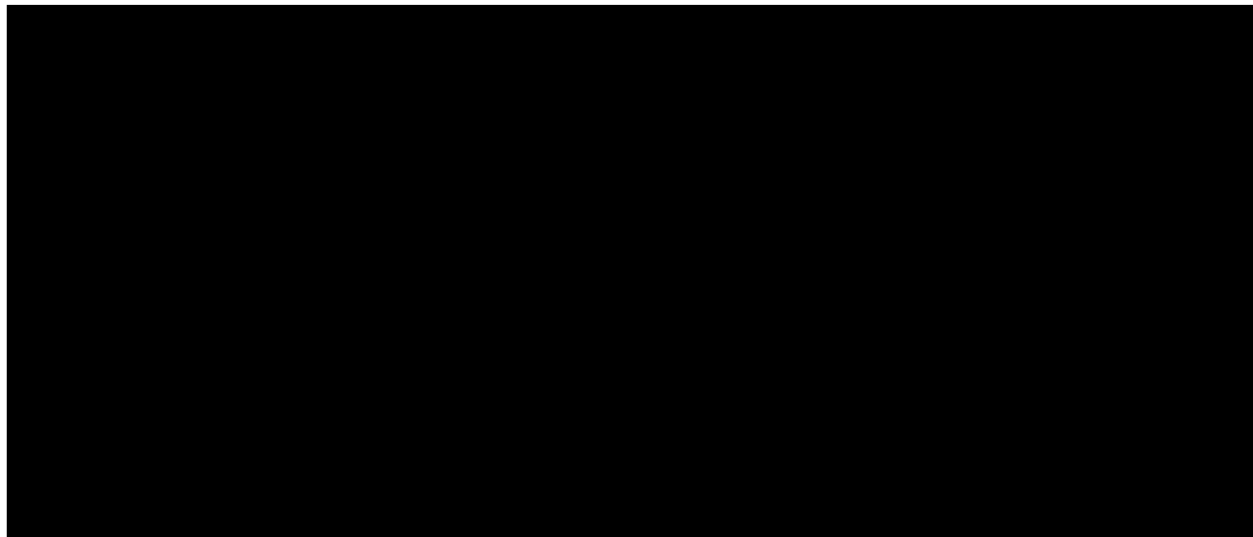


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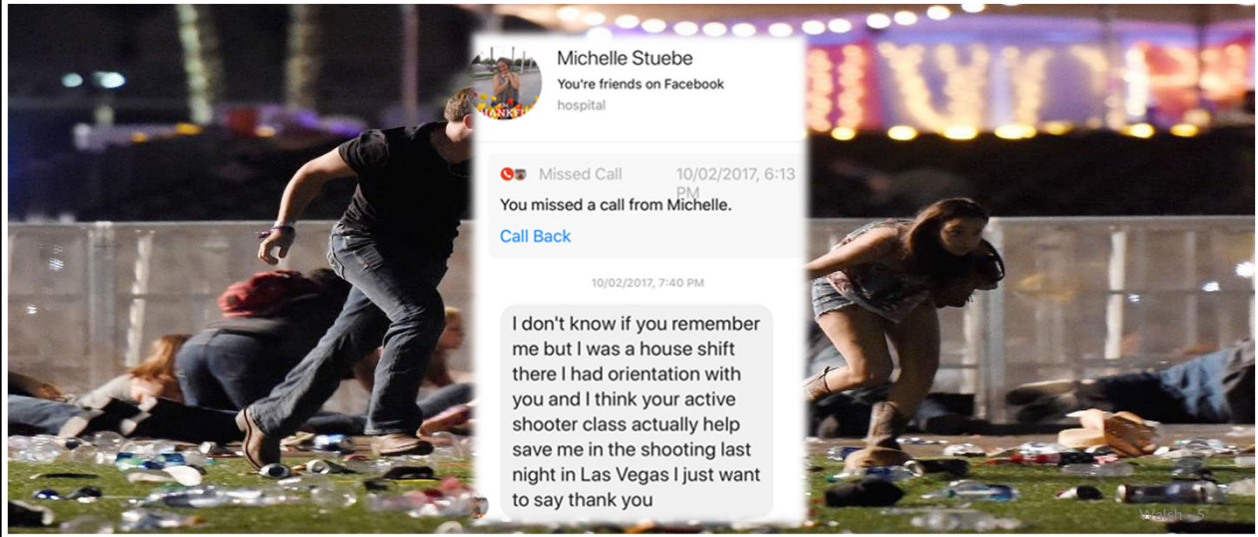
Safety Briefing Continued Run | Hide | Fight | Survive | 9-1-1



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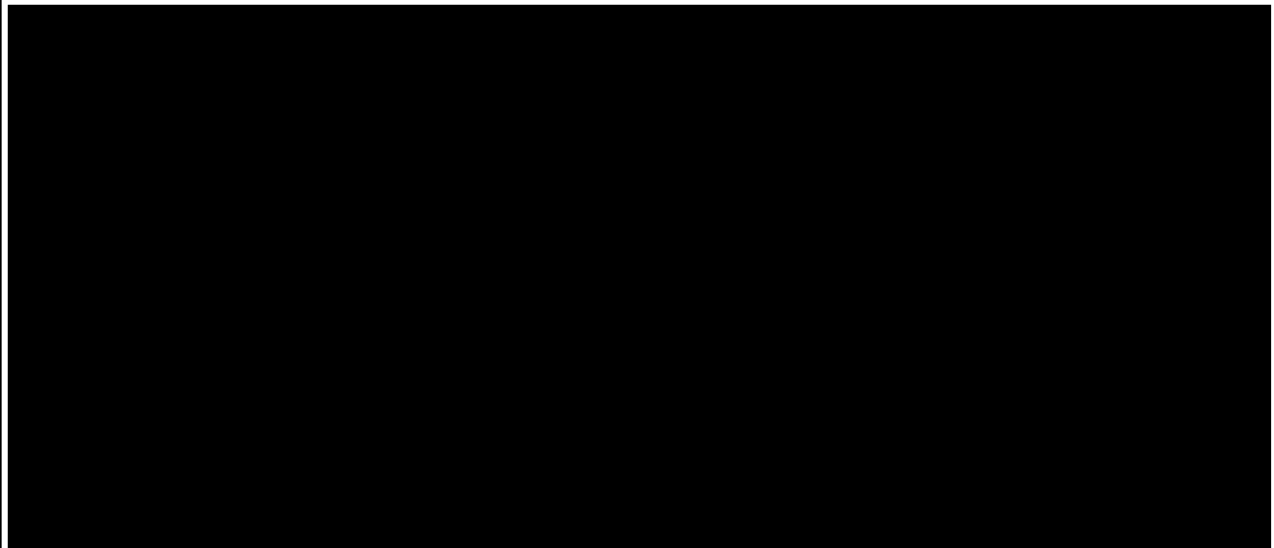
Why I Lead Active Shooter Awareness, Response & Survival Training |



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Why Active Shooter Awareness, Response & Survival Training |



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Who This Training Is Geared To | Trainers

Hospitals

Security Management
Emergency Management
Risk Management
Injury Illness Prevention



Organizations | Business | Government | Schools | Military | Law Enforcement

Scalable | Apply anywhere there is a need for 'Active Shooter Response' training

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In This Advanced Training – You Will Learn |

» New methodology & successful strategies on how to tackle the crucial task of training each hospital staff member and department, based on their unique functions within the hospital, as well as with their specific locations on any hospital campus

**ACTIVE
SHOOTER
IS YOUR HOSPITAL PREPARED?**

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History of First Mass Shootings | First Active Shooter Event

Was it Columbine?

- Mass killing of 12 students & teacher | 21 injured
- Mass shooting televised live | 45 minutes
- First to spark national | world-wide attention
- First to spark violence media frenzy



Was it Virginia Tech?

- Mass killing of 32 people | 17 injured

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What About The University of Texas Tower Shooting | August 1966

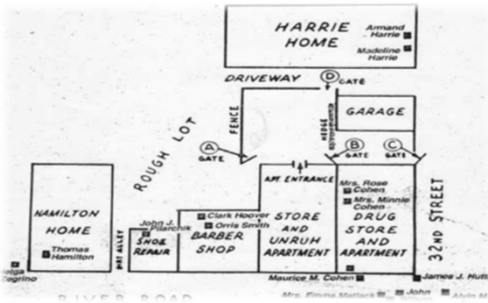
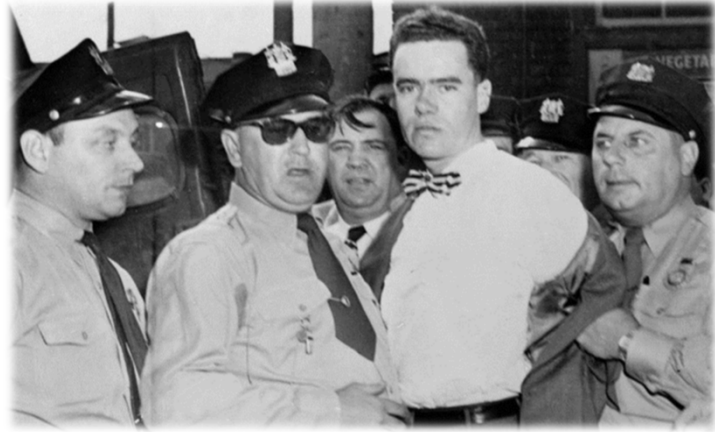


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First Mass Shooting in U.S. History | September 6, 1949 Howard Unruh's "Walk of Death" | Camden, New Jersey

White male
28 years old
Killed 13, injured 3



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Successful Training Process

Four step process |

- **Training** | Active Shooter Awareness, Response & Survival Presentation – 1st step required
- **Planning** | Survival Department Walkthrough
- **Action** | Drill
- **Continuing Education** | Follow-Up - Advanced Presentation | Response Policy - Code Active Shooter

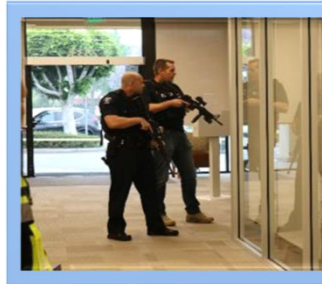
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Lead To Any Hospital Department | Campus | Organization

- Physicians | Board Members
- Volunteers
- Physical Therapy
- Radiology
- HR | PBX
- House Supervisors
- Leadership
- Cancer Care Center
- Urgent Care



“The tips given and information is very helpful and deserves repeating on a regular basis. Your communication is clear, practical, and delivered with genuine concern for wanting to help others be safe and survive.”

Kathy – MSW, LCSW - Cancer Care Center, Pomona Valley Hospital Medical Center

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How To Initiate Active Shooter Response Training |

Have the passion, motivation, and commitment to train others and make a difference within your organization

- *“You will make time to teach what you care about”*

Make yourselves available to train *any* department 24/7

- In-Person (preferred method)
- Virtual

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Step 1 | Basics | Presentation



Send educational proposal to your direct report | leadership



Training | 1 hour initial presentation | training



Department requests presentation | Confirm Location (Virtual or In-Person)
Audio-Visual capability | Time | Date | # of people

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Presentation |

- **Intro** – Credibility
- **Safety** – Briefing
- **Objectives** – Purpose
- **Overview | History of Mass Shooters**
- **Active Shooter Profiles**
 - ✓ Recognition
 - ✓ Preventing an Active Shooter



Doctor Opens Fire at Bronx Hospital, Killing a Doctor and Wounding 6

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Presentation | How To Prevent | Report A Potential Active Shooter

- **Communication**
 - ✓ Do you know this person?
- **Human Resources**
- **Security**
- **Risk Management**



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Presentation | How To Prevent Potential Active Shooter | JRIC

A screenshot of the JRIC website's home page. The header includes the JRIC logo and navigation links: HOME, ABOUT JRIC, WHY BECOME A TLO, REGISTER, TRAINING, SUBMIT TIP/LEAD, LOGIN. Below the header is a large banner image showing firefighters in front of a fire truck with 'SEIBEL' written on it. To the left of the banner is a text box titled 'Protecting Our Community Through Training and Information Sharing' which describes the JRIC as a fusion center for intelligence. To the right of the banner are two buttons: 'Become A TLO Partner' and 'Report Suspicious Activity'. Below these buttons is a quote: '"Know what to look for... and how to report it."' and two buttons: 'Submit Tip / Lead/Law Enforcement' and 'Submit Tip / Lead/Private Sector'.

A screenshot of the JRIC website's 'SUBMIT A SAR OR TIP OR LEAD' page. The header is identical to the home page. The main content area has the title 'SUBMIT A SAR OR TIP OR LEAD' and a sub-header 'To submit a tip or lead about suspicious activity, please click on the appropriate link below.' There are two main buttons: 'LAW ENFORCEMENT PUBLIC SAFETY REPORTING' and 'PRIVATE SECTOR PARTNER REPORTING'. Below these is a note: 'If the tip or lead that you wish to provide is regarding activity outside the state of California, please use this link: For Urgent Threats/Incidents Dial 911'. This is followed by a large 'EMERGENCY CALL 911' graphic with 'POLICE', 'FIRE', and 'MEDICAL' listed. At the bottom, there is a 'To contact JRIC: Email JRIC@jric.info' and a row of logos for various partner agencies. A quote at the bottom reads: '"Know what to look for... and how to report it."'

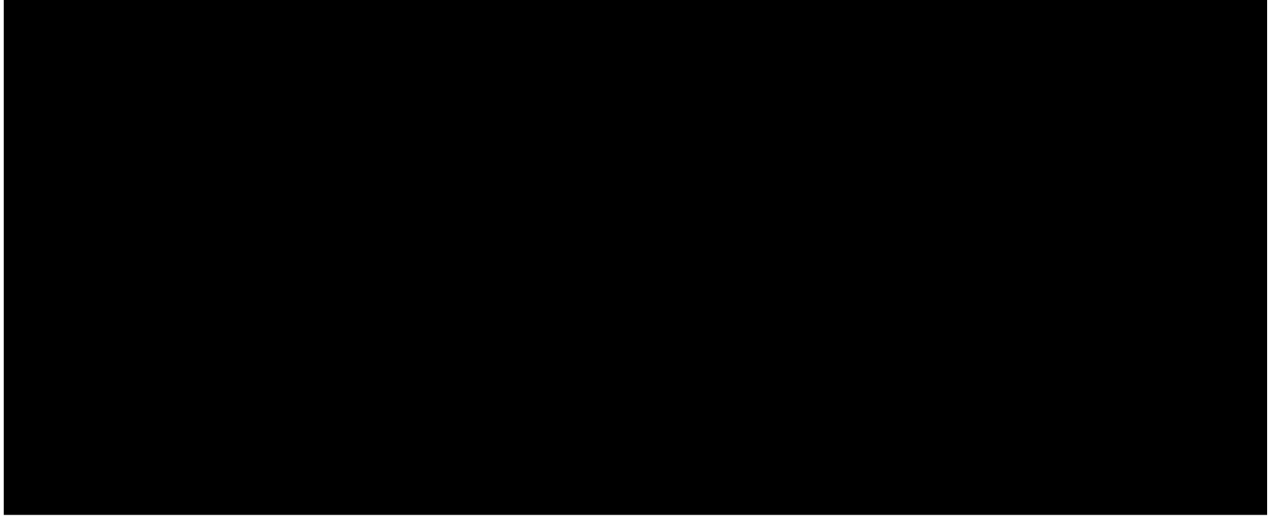
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Determination & Perseverance



Presentation | Videos | Chicago Hospital Mercy Shooting



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Determination & Perseverance



Presentation | Videos

Run| Hide| Fight – Surviving an Active Shooter Event



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Presentation | Automatic Responses

- Freeze
- Flight
- Fight

Retrain Response

- Run
- Hide
- Fight
- Survive | 9-1-1



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Presentation | First Responder Response

Law Enforcement | SWAT | ERT

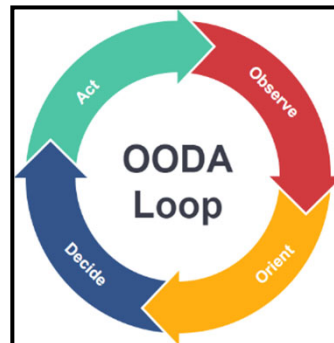
The 'OODA Loop'

Observe

Orient

Decide

Act



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Presentation | Response | Run Hide Fight Survive Dial/Text 9-1-1



Hospital Responsibilities

• Hospital staff | Not medically liable in 'Active Shooter Situation'



Stop The Bleed | Survive



Law Enforcement Arrival | Hands Up



Aftermath | Crime Scene | Psychological First Aid



Incident Command | Recovery



After Action Plan | Communication | Ongoing Recovery

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Brochures |

Prepare

Preparation is one of the most important steps you can take to survive an active shooter event. You may not want to think about this type of incident, but being prepared can be the difference between you surviving an active shooter incident or not.

What can I do?

- Mentally prepare. Visualize and imagine how you would respond in an active shooter situation wherever you are.
- Always be aware of your surroundings.
- Locate your two nearest exit points and have an escape route in mind.
- Know who should be in your immediate environment. If you see someone or something that doesn't belong, report it.
- Practice "Survivor's Mentality".

Run. Hide. Fight. Survive!

- RUN**
Run as fast as you can to a safe location away from the gunfire. Encourage others to go with you, but run regardless if others agree to follow. Dial 9-1-1 as soon as it is safe to do so and if you cannot escape—
- HIDE**
Hide and shelter in place. Lock doors, turn off lights, close window blinds or cover windows. Block or barricade doors. Stay away from walls, and hide behind a heavy object that may stop or slow down a bullet. Be prepared to move from one location to another. Look around in your environment for weapons you can use in case the shooter breaches your location. As a last resort—
- FIGHT**
Fight as hard as you can until the shooter is incapacitated. Improve with any item you can use as a weapon (fire extinguishers, pens, etc.) —
- SURVIVE!**
Have a Survivor's Mentality. Think to yourself, "I will survive this."

Law enforcement and first responder arrival

Expect a heavy Law Enforcement and First Responder response from many different agencies in the event of an active shooter situation.

Who to expect: Law Enforcement dressed in "plain clothes" with their badge displayed; Tactical SWAT Officers; Probation Officers; Law Enforcement Officers in various uniforms from different agencies; and FBI.

Law Enforcement may not have an accurate description of the shooter or number of shooters. Officers may order you to get on the ground or move to another location. Remember what they instruct you to do is for your safety and theirs.

What to do when law enforcement arrives

- Keep both hands up and visible (fingers apart) so that law enforcement can see you do not have a weapon. Do not hold any object in your hand, including your cell phone.
- Do not run towards Law Enforcement unless they give you specific instructions to do so. Follow the exact directions of Law Enforcement as they are the trained professionals in these situations.

What to expect in the aftermath of an active shooter situation

- Expect chaos.
- You may be treated by medical personnel for injuries.
- Expect a large and extensive crime scene in which you are considered a witness. You may be interviewed before being allowed to see or call your family in order for Law Enforcement to conduct a thorough investigation.
- You may have different emotions arise that you are not used to experiencing after surviving an active shooter event.
- Reach out to your support system and use all resources that will be available to you (Chaplains, Social Workers, Counselors, EAP, etc.).
- While you may have lost associates and friends that you previously worked with, try to have compassion about the actions that you may have or may not have taken while surviving the active shooter situation.
- Based on conversations with survivors of other mass shootings, the best thing you can do is talk about your feelings and experiences with friends, family members, and/or counselors.

Active Shooter

Surviving an Active Shooter Event

Nationally recognized, Pomona Valley Hospital Medical Center is the area's leading provider of comprehensive healthcare with centers of excellence in cancer, heart and vascular, trauma, and women's and children's services. We also have an award-winning emergency department and neighborhood health centers for quality care close to home. Through our expert physicians and advanced technology, we offer the perfect blend of state-of-the-art medical treatment and personalized care.

Important Numbers

IN AN EMERGENCY
Dial 9-1-1

NON-EMERGENCY PVMHC SECURITY DISPATCH PHONE
909.865.9249

PVMHC DISPATCH
EXT. 1185

1788 N. Garry Ave. | Pomona, CA 91767 | 909.865.9500

POMONA VALLEY HOSPITAL MEDICAL CENTER
Expert care with a personal touch.

POMONA VALLEY HOSPITAL MEDICAL CENTER

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Step 2 | Department Survival Walkthroughs

Safety assessment | Department based

Scenario based walkthroughs = “Peace of mind” for staff

- For “us trainers” this means they practice = **Better response**
- Discuss **‘Cover vs. Concealment’** at location
- Discuss Run | Hide | Fight | Survive | 9-1-1 *at* location
- Suggest best practices based on assessment



Send report to Department Director

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Step 3 | Drill Time



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Determination & Perseverance



June 13, 2019 | Pomona Valley Health Center Drill



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Determination & Perseverance



56 Participants



- La Verne Police
- ER Staff
- LDRP Staff
- Security | Media
- Urgent Care
- Volunteers
- Physical Therapy
- Case Management
- Premiere Physicians Group
- Western University Students
- Education Department



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Planning – Safety #1 Priority

3-8 months planning

Get leadership approvals

Identify Location | Players | Partners

- Staff | Law Enforcement | Medical | Fire
- Designate assignments once players identified

Communicate to each nearby business

Letter of intent | Release of liability



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HICS 201 – Incident Briefing Form

HICS 201 - INCIDENT BRIEFING

<p>1. Incident Name: La Verne Active Shooter Drill La Verne Pomona Valley Health Center 2333 Foothill Blvd, La Verne, CA 91750</p>	<p>2. Operational Period (#1) DATE: FROM: THURSDAY, JUNE 13, 2019 TO: THURSDAY, June 13, 2019 TIME: FROM: 0600 TO: 0745 (Safety Briefing 0630) *NO safety briefing = NO participation!</p>
<p>3. Situation Summary (for briefings or transfer of command)</p> <ul style="list-style-type: none"> • Scenario TBD in April 30th, 2019 Meeting (Two potential ideas or more) • Active Shooters (2 brothers who want to make a name and shake up Claremont) or (One (1) shooter ex-Associate or Dr. who has a grudge and has badge access to facility) • (Who will be our shooters?) • Patients in PT / Urgent Care Waiting Area / Urgent Care Treatment Rooms / Radiology Room / • Staff working in PT / Urgent Care / Radiology • Victims (See resource sheet) • Rules of engagement PVHMC: Victim roles/Associates – Run, Hide, Fight (Rules for "Fight"); Mock 9-1-1 • Rules of engagement La Verne PD: • Rules of engagement La Verne Fire / EMS 	

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HICS 201 – Incident Action Plan (IAP) | Sample Content

- **Objective 1** = SAFETY #1 Priority
- **Objective 2** = PVHMC/PVHC Associates are effectively trained and practice Run, Hide, Fight, Survive to survive an Active Shooter Situation.
- **Objective 3** = La Verne PD Effective Active Shooter Situation Response
- **SCENARIO** = Disgruntled ex-associate
- **Pre-Briefing Overview**
 - 9-1-1 notified of drill (local La Verne PD)
 - Local businesses notified
 - Medical Standby – PVHMC and/or La Verne EMS outside
 - ***Safety #1 Priority – 0630 SAFETY Briefing*****
 - ***NO Safety Briefing, NO waiver = NO PARTICIPATION IN DRILL*****
 - Rules of Engagement
 - *Weapons check (NO pocket knives, pepper spray, no weapons)
 - *FIGHTING shooter WILL BE simulated (Don't throw any objects – Yell Chair, Fire Extinguisher, or whatever else you would use to fight Active Shooter) Then you are out of play. Stand to side or exit until end of drill
 - If you are 'shot' you are out of play. Lay/sit on ground until end of drill.
 - EMERGENCY – Stop word will be "RED, RED, RED, RED" to indicate stop drill, real emergency.
 - END OF DRILL will be announced as END OF DRILL
 - *At end of drill meet in PT Dept. for de-brief
 - *MUST notify Associates working this day to park in front (South of PVHC until end of drill)

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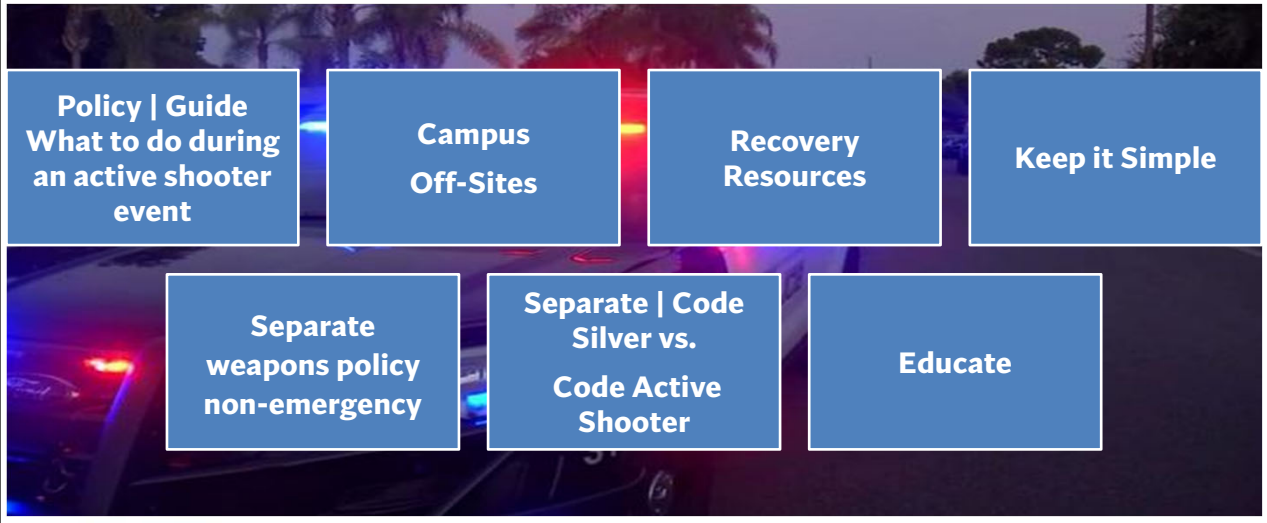


Step 4 – Follow-Up And Active Shooter Response Measures



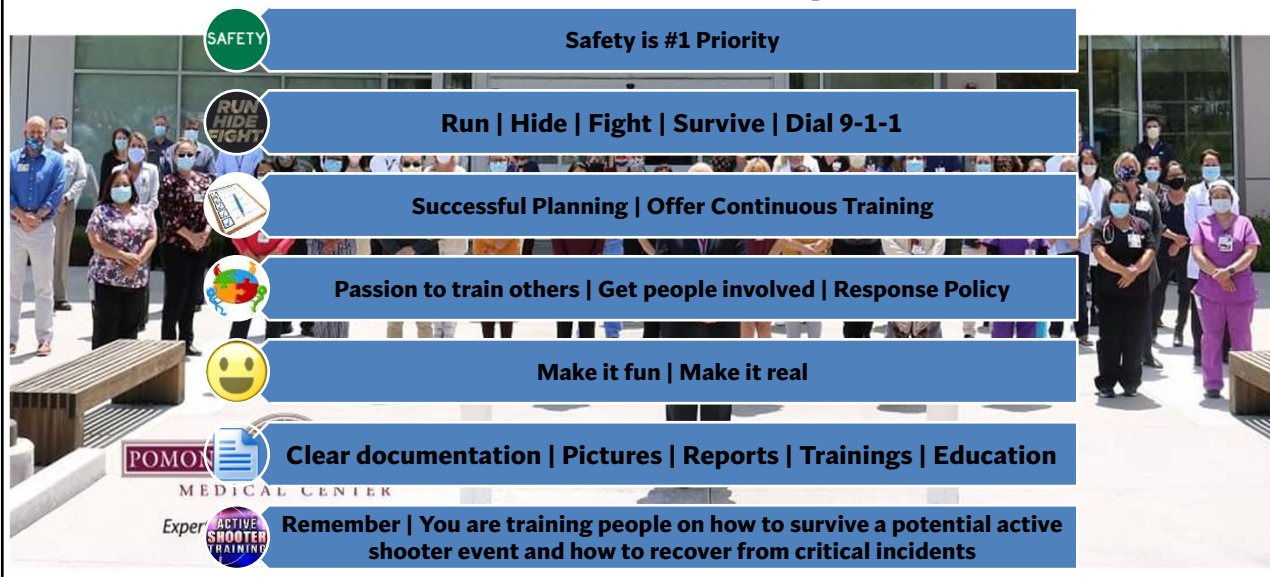
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Response Policy | Code Active Shooter



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Review | Active Shooter Awareness | Response | Survival



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Determination & Perseverance
2020's Lessons and 2021's Challenges



Questions?



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Determination & Perseverance
2020's Lessons and 2021's Challenges



Thank You

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