

# Active Assailant Training

Sources: Kaiser Permanente Active Assailant Training

## Why the Name Change?

The name has been updated to active assailant to more accurately reflect the ways in which we need to think about safety. Homeland Security has recommended this change because people use a variety of weapons to hurt and kill people. By thinking in terms of an active assailant we are more likely to be prepared and stay safe.

## Why This Training?

The training can make it feel like an active assailant incident has already occurred and can be hard to handle. Do not be afraid to talk to the Volunteer Manager or Volunteer Supervisor about any anxiety this training causes you. They can put you in touch with staff who can work with you to relieve your anxiety.

- Active assailants attempt to kill people in a confined and populated area, typically using a firearm (but may be a knife, or other type of weapon). While they normally select their victims randomly, being prepared can save lives.
- An active assailant training can be stressful but can save your life.
- If you hear gunshots, accept that you are hearing them. Don't dismiss them as a car backfiring, especially if you are in the hospital where cars would not normally be heard. The simple act of accepting this harsh situation is happening can save you valuable seconds that can save your life.



Important

In this training it is important to visualize possible situations you might find yourself in. Doing so will help you be prepared.

## No Badge No Entry!

- Do not let anyone in who does not have a badge.

No matter the reason it is not safe to let someone in. Even if you know a volunteer or staff member they may have been let go or are no longer employed/volunteering. **If a volunteer has forgot their badge, they will not be able to volunteer that day. If a staff member forgets their badge, they need to go home to get it or go to security to get a replacement badge.**

- Do not let people tailgate.

While it seems polite to allow another employee/volunteer to enter with you it is important that each person uses their own badge.

- If someone's badge is not working inform them to go to security.

**Remember:** Safety first! So, no badge, no entry!



## How to be prepared



Important

Just like we do fire and active assailant drills in elementary school so that response become habit, we also need to be prepared.

Check with your unit manager for specific information on what to do in the area you volunteer in. These should be the first three questions you ask on any unit you are volunteering on.

- What is my responsibility and where do I go in the event of a Code Silver?
- What is my responsibility and where do I go in the event of a Code Red?
- Who is the staff member on the unit I should ask questions of and check in when I arrive and check out when I leave?

## How to be prepared (continued)

“It won't happen to me. It won't happen to my children. But it can, and the best thing we can do is be prepared.” Michelle R (an active assailant survivor)

“The scariest moments, looking back, are those first few seconds where I sense something is threatening or escalating or getting closer, but I don't know what it is.” Kristina (an active assailant survivor)

Think in advance about what you would do.

- ✓ Know your exits.
- ✓ Think where you would hide.
- ✓ Identify objects you could use to barricade your area.
- ✓ Think about what you could use as a tool to incapacitate an aggressor.  
Your fingers to their eyes, a stapler, a pot of hot coffee, a pen to the eye are just a few examples.
- ✓ Visualize possible situations and think of how you would handle them.
- ✓ Do purposeful wandering to make sure you are familiar with the facility.



## Response Plan: Avoid, Barricade, Fight

An active assailant event is highly unpredictable and can occur anywhere at any time. They evolve quickly and are typically over in 10-15 minutes. Are you and your loved ones prepared to survive if you find yourself in one of these attacks? You must have a survivor mentality.

These are stressful situations that occur quickly, and if not prepared, you will not know what to do. So, you must be prepared if an active assailant event were to happen. Knowing the following plans can help you remain calm and improve the likelihood that you will survive.



## Response Plan: Avoid, Barricade, Fight (continued)

At some point police will arrive. They will be laser focused to find the individual(s) involved so don't be offended if they appear to be firm and are short with you.

**Note:** Always follow the instructions of any police officers. When the police arrive, put your hands up with fingers spread apart and don't wave your hands around.

**Do not put your hands in your pockets or try to run in front of an officer.**

Follow their directions and let them do their job. They are trying to determine who is the person they need to apprehend and who isn't. They don't know you. They are trying to save lives – yours and theirs.



## Response Plan: Avoid



If possible, run as fast as you possibly can in the direction away from the gunfire or activity.

If running is not possible or safe, then avoid the active assailant if you can.

If you do run adrenaline will kick in, and you will be surprised by how quickly you can suddenly get those legs moving. Leave all personal belongings, keep your hands empty so responding law enforcement can easily identify you are not a threat and encourage others to run as well. Get out of the area that is posing a danger to your safety. Once in a safe location – call 911. When calling 911 provide them with any information you have about the shooter or shooters to include a clothing description, location, weapon types, and people injured. This information will enhance the response of law enforcement and other first responders.

**Do not stay to assist patients!**

**This might delay you and make the situation worse.**

## Response Plan: Barricade



Don't be a target. If you can't avoid the assailant, hide so you cannot be detected by the active assailant, who is intent on killing whoever is in his site. Once you find a place to hide, fortify your location to make it more difficult for anyone to get to you.

Turn phones off entirely-a vibrating phone makes noise! Pull the battery out of the vocera (don't log off because it creates a voice requirement), lock doors, and be as quite as you possibly can.

## Response Plan: Fight



As a last resort – **FIGHT**. Fight as your life depended on it because it does. The active-assailant is intent on killing; if you are in a position where an active assailant confronts you, your only chance of survival is to fight back. Throw whatever you can at the assailant to disrupt their actions and commit to defending yourself in any way possible. If in a group, you outnumber the assailant and must use this to your advantage. Your efforts will not only increase the likelihood of your survival but also that of others to include your loved ones.

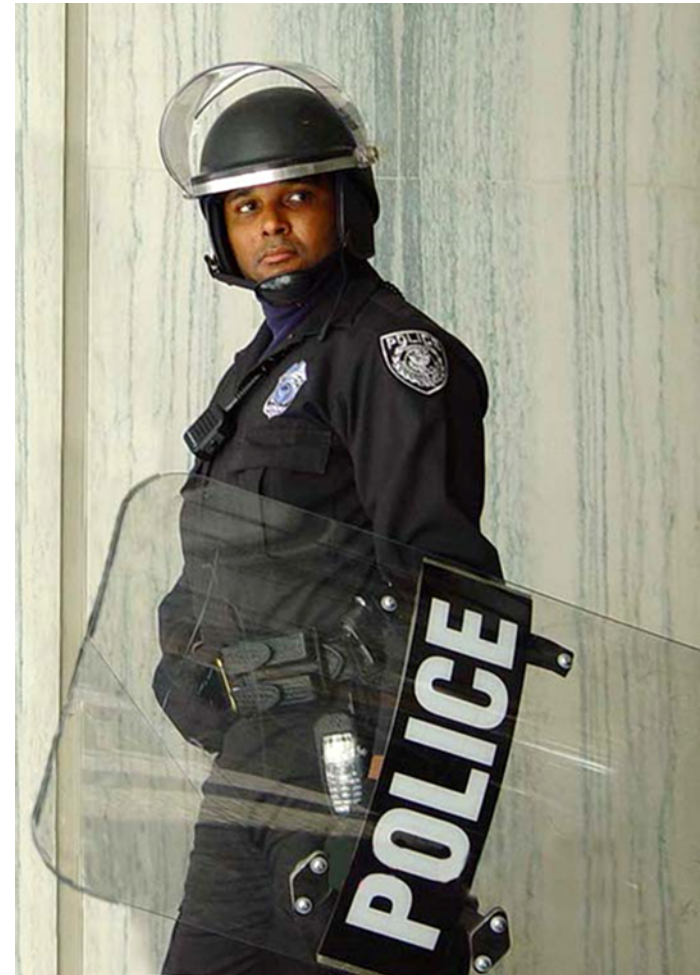
- Most assailants have three weapons. Do not assume because you were able to take away one weapon that you have them all.
- If you get a weapon away from an assailant, you need to secure it away from the assailant (put in a cabinet, in a cupboard, on a shelf or other location the assailant could not get it back from. Remember the police do not know who the assailant is and you holding a weapon on someone could become an issue!

Source: <https://www.norristown.org/551/Active-Shooter>

## How to respond when law enforcement arrives

What to expect:

- Officers will be wearing uniforms and may have special riot gear.
- Officers will be armed.
- Officers may use pepper spray or tear gas to control the situation.
- Officers will shout commands and may push individuals to the ground for their safety.
- The first officer to arrive will not attend to the wounded. Their priority is to stop the active assailant.



## How to respond when law enforcement arrives (continued)

- When the police come, they will assume you are an assailant. Don't be offended!
  - When the police arrive, put your hands up with fingers spread apart and don't wave your hands around.
  - Officers may handcuff people until they get the situation under control. Don't react negatively. They will sort the situation out when it is safe to do so.
- Provide in very succinct terms where the assailant went or what direction you saw him or her go.
- Remain calm and follow officers' instructions.
- Avoid making quick movements toward officers such as holding on to them for safety.
- Avoid pointing, screaming and/or yelling.
- Do not stop to ask officers for help or directions.

## Information to provide to law enforcement or 911 operator

If you are calling in an active assailant incident, here is important information you should provide to 911. You may also call the code number listed on your badge buddy for each hospital. Please get to a safe place before you call 911. Don't use the phone if you are trying to hide and not create noise.

After you provide the location, you might be asked for additional information. Don't guess – just give factual information.

- Address of the hospital you are calling from and your location in the hospital (Labor and Delivery, Emergency Department, etc.). Know your directions! Don't say the back of the hospital. (see next slides)
- Location of the active assailant(s).
- Number of assailant/s.
- Physical description of assailant(s).
- Number and type of weapons held by the assailant(s).



## Information to provide to law enforcement or 911 operator specific to **Sunnyside**

Where you are located including the address  
and direction from the main entrance.

The **Sunnyside** address is 18010 SE  
Sunnyside Road, Clackamas, OR 97015

- The Lobby is at the Northwest end of the hospital building.
- The Emergency Department is at the Northeast end of the building.
- The Labor and Delivery unit is at the Southwest end of the building.

## Information to provide to law enforcement or 911 operator specific to **Westside**

Where you are located including the address and direction from the main entrance.

The **Westside Medical Center** address is 2875 NE Stucki Ave., Hillsboro OR 97124.

- The Rotunda is at the north end of the building.
- The hospital wing runs south from there.
- The medical office building runs east from there.
- The Emergency Department is at the south end of the building.



## What to do when you reach a safe place

- Once you have reached a safe place, you most likely will be held in that area by law enforcement until the situation is under control. Stay until you are informed that you can leave.

Please know in the event of any Code Silver, there will be supports for staff, volunteers and anyone who was onsite. This is a very stressful situation, and it isn't unreasonable to think you might need to talk about the situation with trained professionals.

Unfortunately, way too many people have experienced or know someone who has been part of an active assailant situation. Being prepared is critical to helping to save many lives. While we don't live in fear, we also live in being prepared and knowing what we need to do – much the same as we practice and plan for a fire we must plan and practice for an active assailant.

## Resolutions to specific issues

Issue	Actions to Take
Westside volunteers cannot drop the Gift Shop gates quickly.	Leave them up and go into the back room.
Westside Gift Shop door cannot be secured easily.	If you can pull the jewelry (tool box) box in front of the door, do so.
Each department has special challenges.	Be sure to talk to talk to your department head to get any special training.
Someone calling you on Vocera can alert the attacker to your presence.	<p>Take the battery out of the unit so it will not ring.</p> <p>Throw the Vocera away from you if you can do so without being noticed. Locations can be tracked up to 10 minutes past when you turn your vocera off.</p>
The door to the Volunteer Office cannot be secured easily.	<p>Stay away from the door (if you are able to turn the lights off safely you may do that). If you can safely put something in front of the door to barricade yourself in, that may be helpful.</p> <p>Finding a good hiding place may be a better use of the limited time you have.</p>

## Remember

- Knowing this information will help you stay safe.
- It is recommended that you reread this training several times and think about your own personal plan of action. Visualize the areas you go into. Think about your plan.
- The Volunteer Office has a more in-depth training on how to deal with an active assailant. At Westside, you can email [KWMCcurrentvolunteer@kp.org](mailto:KWMCcurrentvolunteer@kp.org) to request the full active assailant training. At Sunnyside, you can email [volunteerKSMC@kp.org](mailto:volunteerKSMC@kp.org) to request the full active assailant training.

Active assailant scenarios are not always easy to think about. We recognize this is hard to consider but want you to have as much information as possible in order to know how to respond and how to potentially save your life. If you have questions, ask – we are here for you!