Practice, Protocols, and Resources for Emergency Preparedness

Faculty Senate and Steering Committee

March 26, 2013

Inspector Penny Fischer
Homeland Security and Planning Division

Inspector Doug Monette
Investigative Division. SRRC Member
AGENDA

• How to handle emergency incidents
  – For example, “active violence incidents” (AVI)
• In any emergency, what do you do?
  Alert and Notification
  Emergency Action Teams
  Individual level preparedness
• Student Risk and Review Committee
  – Mission
  – Members
  – Options
  – Outreach
  – Resources
Active Violence Incident: Columbine

- Two students fired 188 shots, killing 13 and wounding 24 in under 20 minutes.
- 76 explosive devices planted at the school, 2 diversionary devices, 13 found in their cars, and 8 in their homes, totaling 99 explosive devices.
- Two propane bombs in cafeteria could have killed 600+ if they had worked properly.
- The original plan called to kill as many people with the bombs as possible and then kill others as they exited the school.
- Their hatred of the world and their school was well documented and although they had a kill list, not a single person on it was killed. They wanted a spectacle of death and destruction and had no intention of living.
- Well planned, poorly executed
Active Violence Incident: Virginia Tech

- One lone gunman preplanned the event, even running through a dry run several days before the event.
  - Knew there were only three entrances that he chained from the inside so even if the students got out of the classroom, they didn’t have too many places to go
  - It was later learned that a student saw one door chained and walked around to try to get out a different door before the shooting stopped, but never saw that as unusual or something to call police about

- Officers couldn’t get in right away either even though their SWAT was already on campus for the gunman’s original shooting three hours earlier.

- Even when SWAT arrived, they were stymied by the chains on the doors until they could get a bolt cutter.

- 22 college students died sitting in their chairs
  - The gunman came in and shot the front row
    - No one moved and he returned 30 seconds later
  - The gunman then shot the second row and again, no one moved.

- If the shooter can preplan an event, then we should have an escape plan for your building before a shooter occurs there.
Lessons Learned

- Incidents are spontaneous
- Suspect(s) are unpredictable
- Pre-incident signs were evident
- Incidents involve target rich environments
- First responders were outgunned and not sufficiently trained
- Tactical intervention too late to effectively resolve the situation
- Multi-jurisdictional issues evident
Learning from Tragedy

- Most important: Changed attitude of sitting and waiting for the “cavalry” (SWAT) to go in as soon as possible and putting an end to the threat.

- Gave birth to new tactics and training and the idea of the “active violence incident”.
“Active Violence” Defined

• Suspect(s) using a weapon in an ongoing assault causing the immediate death or serious injury of multiple victims.

• The situation is not contained and there is immediate risk of continued danger to other victims.

• How is this similar or different from active violence perpetrated by a family member or friend?
The “Active Violence Incident”

- Desire is to kill and seriously injure without concern for his/her safety or threat of capture.
- Normally has intended victims and will search them out.
- Accepts targets of opportunity while searching for or after finding intended victims.
- Will continue to move throughout building/area until stopped by law enforcement, suicide, or other intervention.
Michigan State University
We Can’t “Close it Down”

- Main Campus spans approximately 8 square miles
- 23 Residence hall buildings and apartment complexes
- Almost 700 total buildings on campus
- 27 miles of roadway and 100 miles of sidewalks
Two special police response units may be called into action in the event of an armed encounter.

Active Violence Incident Teams (AVI)

- All MSU police officers and mutual aid agencies trained in this protocol and recertify annually
- Rapid-response, national best-practice protocol to stop the threat from someone actively using a weapon
- Calls for first several responding officers to enter a facility of an active threat situation and confront the perpetrator(s)
- Allows life saving action to be taken until a tactical team (next slide) arrives
On-Scene Response

Special Response Team (SRT)
- Multi-jurisdictional tactical team
- Uses scenario-based training
- Can activate a full variety of resources to assess and respond to a situation in which someone is threatening the community
- Requires a minimal period of time to activate, equip, and arrive at the scene
Campus Wide Resources

- Human Resources holds training in what to do for an AVI (Handout of Dates)
- MSU Counseling Center and associated units
  - Provide grief counseling, critical incident stress management, and associated care to our community
- Communications and Brand Strategy
  - Provides timely information to media and instructions to community
- Student Risk and Review Committee
  - Gathers information on potential threats
  - Seek to mediate those threats before violence occurs
**“Figure Out” and “Get Out”**

- Familiarize yourself with the layout of buildings you work/live/frequent. Evacuation routes are posted in all buildings.
- Participate in your building’s evacuation and shelter in place drills.
- **DO YOU KNOW YOUR BUILDING EMERGENCY ACTION TEAM LEADER AND COORDINATORS?**
- Program the non-emergency number for the MSU Police Department into your phone: **(517) 355-2221**
- Report suspicious activity or persons to the MSU Police.
“Call Out”

• Dialing 911 from a cell phone or University phones will connect you with 911 Center Dispatchers.

• There are over 200 “Greenlight” Emergency phones located throughout campus which connect directly to our 911 Center.

• If you cannot get through to 911, the MSU Police Non-Emergency number can be reached at 517-355-2221.
What to report

• Your specific location
  • Building name
  • Building address
  • Room number/Floor

• Number of people at your specific location

• Injuries
  • Number of people injured
  • Types of injuries
What to report

- Assailant(s)
  - Specific location - where are they now
  - Number of assailant(s)
  - Race, Ethnicity and Gender
  - Clothing color and style
  - Physical features – height, weight, facial hair, glasses
  - Type of weapons (rifle/shotgun, handgun, bombs)
  - Do you recognize the shooter? What’s his/her name?
  - Have you heard explosions separate from gunshots? Do you see or smell smoke?
  - Backpack or other item being carried?
Secure the immediate area – whether conference room or office.

- Lock the door. This may require advanced planning to ensure ability to lock the door – key and type of lock.
- Know your Emergency Action Plan (EAP) building exits and which way the doors swing (offices-in)
- Block the door using whatever is available – desks, file cabinets, books, other furniture… but not yourself!
- If the shooter enters your room and leaves, lock/barricade the door behind him/her.
If you are in a building (continued)...

Doors, Windows, Openings, and Noise

- Close blinds
- Block windows
- Turn off radios and computer monitors if necessary
- Silence cell phones (but don’t turn them off!)

-- After securing the room. People should be positioned out of sight and behind items that might offer additional protection - walls, desks, file cabinets, etc
- Keep occupants calm and quiet
“Keep Out”

Un-securing an area

-The perpetrator will not stop until his/her objectives have been met, unless interrupted or engaged by law enforcement.

-Consider the risk exposure created by opening the door.

-Attempts to rescue people should only be made if that can be done without further endangering the persons inside a secured area.

-The perpetrator may bang on the door and yell for help to entice you to open the door.

-If there is any doubt to the safety of the individuals inside the room, the area needs to remain secured.
What is the Last Resort

"Take Out"

Assume he/she will kill you if you come face to face with the shooter
Convince yourself that you WILL SURVIVE this encounter
Prepare your mindset right now!
If you decide to take him/her on, you will have to be more aggressive than you ever thought possible
If there are two or more, work as a team
  distract the shooter
  rush him/her
  focus on taking away the weapon(s) and don’t stop until you accomplish it
Leverage is your friend

"Duck and Weave...KEEP MOVING!" if NO other option!
A moving target is harder to hit than a stationary one!
Police Response

Engage and Neutralize the Threat is the Number One priority!

Then, seeking out injured persons

• Initially, responding officers will NOT treat the injured or begin evacuation until the threat is neutralized.

• You may need to explain this to others in an attempt to calm them.

• Once the threat is neutralized, officers will begin treatment and evacuation.
Alert and Notification

ConnectED and www.alert.msu.edu
CodeRED [county-wide system]
MSU Alert recorded phone message
Siren systems (Tornado Warning only)
Portable Public Address System Speaker Towers
Greenlight phone Speakers
Cable Television “crawl” messages
Engagement Centers: TV Monitors
Other:
  Public or Media sources
  MSU Mass Distribution E-mail
Internet: MSU Home Page
Individual Level Preparedness

Have you prepared plans for your families or significant others of common incidents?

www.do1thing.us
www.fema.gov

Do you know what your role is for safety or other hazardous situations?

Leadership
Calm in the face of disruption

Do you have a plan in your mind of how you will respond?
Purpose: The purpose of the Student Risk and Review Committee (SRRC) is to facilitate a coordinated response for multiple campus offices to students exhibiting disruptive or high risk behavior that has crossed certain behavioral thresholds.

The SRRC's goal is to help faculty, staff, and administrators interact with such students, establish clear behavioral expectations, and describe the potential consequences for failure to meet those expectations within the context of established University policies.
Members:

Counseling Center (Chairperson)
Department of Student Life
MSU Police Department
Residence Life
Olin Health Center
Office for Inclusion and Intercultural Initiatives
Either the Dean of the Graduate School or Dean of Undergraduate Education as appropriate.
Office of the General Counsel (legal advice)
Charge of the Committee

• The SRRC will meet regularly, and on an as-needed basis, to discuss special situations involving students who are perceived to be a danger to themselves or others and who have crossed one or more of the following behavioral thresholds:

  – The student has made a threat to commit violence towards self, a specified individual, or the community as a whole;
  – The student has engaged in significant homicidal ideation;
  – The student persists in engaging in disruptive/high risk behavior;
  – The student has delusional beliefs.

• All discussions will take place within appropriate confidentiality parameters
Referral to the SRRC Committee

The Chair of the SRRC will communicate with the referring campus office, recommend and/or discuss a plan for the student (including behavioral expectations and potential consequences) and update SRRC regarding students progress.

Members of the SRRC will be available to conduct training sessions and disseminate information about the SRRC to the colleges.
SRRC

The SRRC will participate in training and consultation to units about the SRRC and the process required to seek assistance from the SRRC.

Recommendation for Mandatory Assessment

If, after reviewing information provided about a student’s conduct, the SRRC concludes that the student may pose a direct threat to the health and safety of him/herself or others, the SRRC will draft a recommendation regarding mandatory assessment and/or emergency interim suspension to the Vice President for Student Affairs and Services. Based on this recommendation, the Vice President may require the student to complete a mandatory assessment. The mandatory assessment process is outlined in detail in the Mandatory Assessment and Involuntary Withdrawal Policy.
SRRC

Options:

- Written notification to the student about behavioral expectations and potential consequences for continued misconduct
- Signing a behavioral contract with the student
- A Referral to (one or more of the following):
  - Director of Residence Education and Housing Services for housing action
  - Student Life for formal disciplinary action
  - Counseling Center
  - MSU Police Department
  - Employing unit for personnel action if appropriate
  - CARES Committee
- Initiation of academic disciplinary procedures, if applicable
- Referral to the Vice President for Student Affairs and Services for a mandatory assessment
- Referral to the Vice President for Student Affairs and Services for a mandatory assessment and interim suspension
Contact Information

Insp. Penny Fischer
fischerp@police.msu.edu
Office Number:  517-432-6366

Insp. Doug Monette
monetted@police.msu.edu
Office Number:  517-353-3162