

# Run. Hide. Fight.

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# Session Agenda



1. Active threats
2. Making a plan
3. Reporting an incident
4. Police response
5. Proactive measures for safety
6. Additional safety considerations



By the end of this session, participants should be able to:

1. Define an active threat incident and identify the necessary steps to prepare for an incident.
2. List the steps to take in response to an active shooter incident.
3. Identify measures to take in order to increase safety.



# Our Purpose



The purpose of this presentation is to encourage proactive thinking and awareness about events that could unfold in an active shooter situation. If such an event occurs, you and the people around you will have to rapidly make many decisions about what actions to take for your own safety in response to the threat.





What you do in the first fifteen seconds can be the difference between life and death!!!



# Active Shooter

The FBI defines an Active Shooter incident as “one or more individuals actively engaged in killing or attempting to kill people in a confined and populated space.”



# Prepare Yourself



- Your Mental Preparation is Important!
- You will have to **THINK FOR YOURSELF** when an incident occurs.
- You must be prepared to **ACT ON YOUR OWN**. Do not wait for law enforcement to arrive, as many incidents are over before law enforcement arrives on scene.



# Prepare Yourself (cont.)

- PLAN – Have a plan for your surroundings
- EVALUATE – Determine the best response
- RESPOND – Take action
- RUN – Flee the area if it's safe to do so
- HIDE – Shelter in place
- FIGHT – Be aggressive – Attack the attacker





- Have an escape route and plan in mind
- Evacuate the premises if there is an available escape path
- Evacuate regardless of whether others agree to follow
- Leave your belongings behind
- Help others escape, if possible
- Prevent others from entering the area
- Follow the instructions of any police officers
- Do not attempt to move wounded people
- Call 911 when you are safe



If evacuation is not possible, find a place to hide where the active shooter is less likely to find you.

- Lock and barricade the door with heavy objects.

## Your hiding place should:

- Be out of the active shooter's view
- Provide protection if shots are fired in your direction (e.g., a office with a closed and locked door)
- Not trap you or restrict your options for movement (if possible)
- Prevent an active shooter from entering your hiding place



# Responding to an Active Shooter

## If the active shooter is nearby:

- Lock the door
- Silence your cell phone
- Turn off any source of noise (e.g., radios, televisions)
- Hide behind large items (e.g., cabinets, desks)
- Remain quiet



**As a last resort, and only when your life is in imminent danger, attempt to disrupt and/or incapacitate the active shooter by:**

- Acting as aggressively as possible against the attacker.
- Throwing items and improvising weapons such as chairs, books, paperweights, fire extinguishers or other heavy items.
- Using numbers to overwhelm the attacker. There is strength in working together.
- Yelling to startle the attacker and draw attention to the situation.
- Committing to your actions and fighting like your life depends on it



## Actions to be taken during an active shooter incident:

- During an emergency, you should be familiar with the physical facilities and areas of egress.
- Remain calm and take immediate action.
- If sheltering in place is the best action in your area, direct the locking and barricading of internal and external doors. If you are unsure how to lock external doors, seek guidance from your local police/security department and or facilities manager.
- If evacuating is the best action for your area, direct the evacuation of people to the safest possible route.



## Should I Run, Hide or Fight?

- External factors determine the most appropriate option to be exercised in a shooter incident.

### Factors include:

- Your proximity in relationship to the threat
- Your proximity to a secure path that will lead you to a secure location
- Your proximity to predetermined secure and safe areas
- The type of weapon being utilized in the attack



# You May Have to Adjust Your Plan



## While events unfold

- You may HIDE in a secure place while waiting for the opportunity to RUN.
- You may RUN until you find a more secure location to HIDE.
- RUN, HIDE, FIGHT are not steps, but options that may be exercised in any order. Again, the selection of the options to be exercised will be dictated by the circumstances or external factors that you must evaluate.



# Other Things to Consider

- Initial reports may be wrong.
- Police will rely on initial information received from 911 calls to determine the location of the shooter.
- The sound of gunshots may echo and seem to come from different directions, causing callers to be mistaken and reports to be inaccurate.





**When you call 911, give as many details as possible, including:**

- Location and direction of the active threat
- Number of shooters, if more than one
- Physical description of shooter's features, such as hair color, gender, size, ethnicity, distinguishing marks, etc.
- Description of the shooter's clothing, such as shirt, pants, jacket, etc.
- Number and type of weapons held by the shooter, if known
- Number of potential victims at the location



## When a call is received by 911 Operator:

Armed Police Officers are dispatched to the scene

Surrounding local law enforcement is dispatched to the scene

Emergency medical assistance is dispatched to the scene



# Police Response

- The first priority of police officers will be to locate and **STOP** the shooter.
- Police officers arriving on the scene will not be directing evacuations.
- Officers will not be providing medical assistance to the wounded. Until the shooter has been stopped, the shooter will be their primary focus.



# How to React When Law Enforcement Arrives

- Remain calm, and follow officers' instructions
- Put down any items in your hands (e.g., bags, jackets)
- Immediately raise hands and spread fingers
- Keep hands visible at all times
- 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 when evacuating, just proceed in the direction from which officers are entering the premises.



# Things to Remember

- PLAN – Have a plan for your surroundings
- EVALUATE – Determine the best response
- RESPOND – Take action
- RUN – Flee the area if it's safe to do so
- HIDE – Shelter in place
- FIGHT – Be aggressive – Attack the attacker



# Proactive Measures for Safety

Individuals typically do not just “snap,” but display indicators of potentially violent behavior over time. If these behaviors are recognized and reported, they can often be mitigated and/or treated.





## See Something Say Something



**WHO**  
did you see



**WHAT**  
did you see



**WHEN**  
you saw it



**WHERE**  
it occurred



**WHY**  
it's suspicious



# WE ARE ALL IN THIS TOGETHER

It is the responsibility of everyone at Tri-C (students, faculty, staff, volunteers, and visitors) to help promote a safe and effective campus environment. If you see something happen on campus that is a violation or out of the ordinary, you are encouraged to say something. If you have a concerns about a student, friend, or roommate, please share those concerns with a Tri-C faculty member, staff member, or Campus Police Security Services Officer.

If what you see is an emergency or time-sensitive situation, dial 911 immediately and say what you see to the 911 operator. If you are on Campus use a Blue Beacon Phone or pick any brown house phone or classroom phone and dial 4911.

Examples of things to report include personal safety concerns; personal distress; erratic, disruptive, or disturbing behavior; drug use; illegal activities; or violations of Tri-C policies.







Personal safety concerns: self-injurious behaviors; suicidal ideation, talk, or attempt; depression; excessive crying; fatigue; change in appetite; disturbed or excessive sleeping; change in hygiene; negative thinking along the themes of hopelessness and helplessness; essays/papers focusing on despair, suicide, or death.

Personal distress: behaviors may include: grade problems, excessive absences, marked change in previous level of performance, significant relational withdrawal or social isolation, anxiety, pacing, muscle tension, sweating, impaired thinking: worrying, ruminating, easily distracted.

Erratic, disruptive, or disturbing behavior: behavior (including online activities) that is a disruption to other students, faculty, staff or the community. Behaviors may include: threats of a weapon on campus, campus safety being compromised, acting out, emotional outburst, loss of rationality, venting, unprovoked or uncontrollable anger or hostility, screaming, swearing, high energy output, intimidation (verbal or nonverbal threatening).



## Community Standards

We are all essential members of the Tri-C community and are expected to uphold and abide by certain standards of conduct that form the basis of the Student Code of Conduct.

The student conduct process at Tri-C is not intended to punish students. Our goal is to foster a better understanding of the expectations that exist for members of our academic community.

Students need to be aware that the student conduct process is conducted with fairness, Remember that the goal is to foster a safe and effective campus environment for everyone.



The Safe School Initiative Report prepared by the U.S. Secret Service and U.S. Department of Education

## Characteristics of school shooting incidents:

1. Incidents of targeted violence at school are rarely sudden, impulsive acts.
2. Prior to most incidents, other people knew about the attacker's idea and/or plan to attack.
3. Most attackers did not threaten their targets directly prior to advancing the attack.



# Early Detection of Threats (cont.)



4. There is no profile of a attacker.
5. Most attackers engaged in some behavior prior to the incident, that caused others concern or indicated a need for help.
6. Most attackers had difficulty coping with significant losses or personal failures.
7. Many attackers had considered or attempted suicide.
8. Many attackers felt bullied, persecuted, or injured by others prior to the attack.



# Early Detection of Threats (cont.)

9. Most attackers had access to and had used weapons prior to the attack.
10. In many cases, other accomplices were involved in the attack in some capacity (in over half of the incidents others assisted in the planning or execution of the attack by actively encouraging the attacker to shoot others, helping select targets, and training a shooter how to use a weapon).



Potentially violent behaviors by an individual may include one or more of the following:

1. Increased use of alcohol and/or illegal drugs
2. Unexplained increase in absenteeism; vague physical complaints
3. Noticeable decrease in attention to appearance and hygiene
4. Depression / withdrawal





# Indicators of Potential Violence by an Individual (cont.)



5. Resistance and overreaction to changes in policy and procedures
6. Repeated violations of policies
7. Increased severe mood swings
8. Noticeably unstable, emotional responses
9. Explosive outbursts of anger or rage without provocation
10. Suicidal; comments about “putting things in order”



# Indicators of Potential Violence by an Individual (cont.)



11. Behavior which is suspect of paranoia - “everybody is against me”
12. Increasingly talks of problems at home
13. Escalation of domestic problems into the workplace; talk of severe financial problems
14. Talk of previous incidents of violence
15. Empathy with individuals committing violence
16. Increase in unsolicited comments about firearms, other dangerous weapons and violent crimes





# Remember

- Create a plan
- Where are your exits?
- What can you use as a weapon?
- Learn the buildings you frequent (for meetings, etc.)
- Review information, e.g., building diagrams
- Report concerning behavior immediately
- Encourage colleagues to attend training



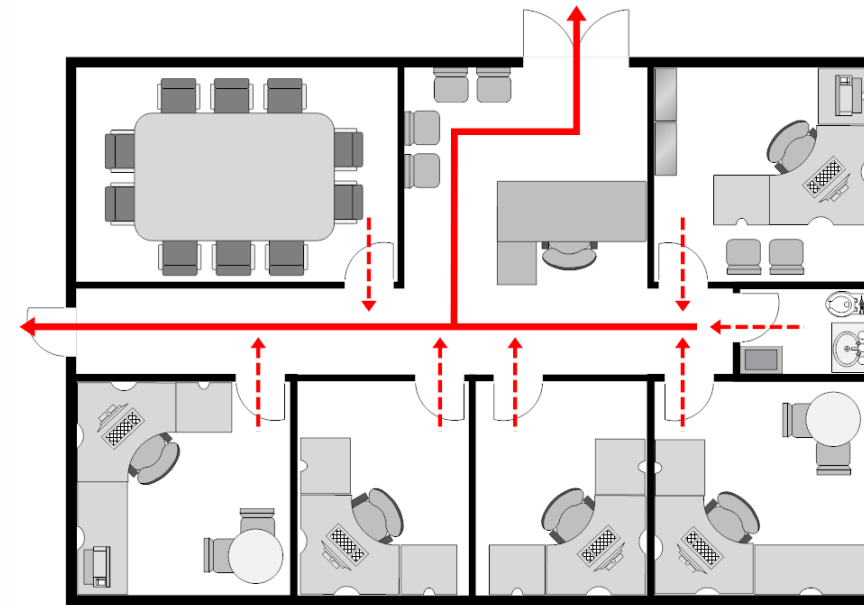
# Building Exits

1. When entering any building look for the exits - always try and have two ways out.
2. The fastest way out may not be the safest way out, e.g., you can exit through the kitchen in the restaurant instead of the entrance.



# Learn your Building and Surroundings!

1. Walk your building to learn alternate exits and places you may be able to **HIDE** if necessary.

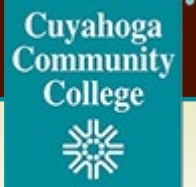


# Weapons

- Water bottles
- Keys
- Pens
- Scissors
- Podiums
- Book bags
- Books
- Chairs
- Fire extinguishers
- Anything you can grab and use to defend yourself!



# Your Safety Comes FIRST - Then the Safety of Others



- Get yourself out.
- If others follow you, let them.
- Don't put yourself in danger for others who do not want to listen.



- Run. Hide. Fight. (2020, September 21). Retrieved March 3, 2021, from <https://www.fbi.gov/video-repository/run-hide-fight-092120.mp4/view>
- U.S. Secret Service Releases Operational Guide for Preventing Targeted School Violence. (2021, February 05). Retrieved March 04, 2021, from <https://www.dhs.gov/news/2018/07/13/us-secret-service-releases-operational-guide-preventing-targeted-school-violence>
- Officer Joseph Mazur III #210 (Photo)



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