

Active Shooter Preparedness and Response Training

NYC HEALTH+ HOSPITALS



Active Shooter Preparedness and Response Training

Duration: 25 Minutes



Objectives

NYC Health + Hospitals is committed to providing a safe workplace for its staff as well as the patients and public it serves. Pursuant to its mission of workplace violence prevention, NYC Health + Hospitals has established an active shooter emergency protocol.



The objective of this training is to provide information to all staff on how to prepare and respond to an active shooter emergency.



Roles and Responsibilities



All NYC Health + Hospitals' staff are expected to cooperate with the implementation of these guidelines, including participation in training and drills.



Hospital Police are responsible for performing duties to promote the safety of all NYC Health + Hospitals staff, patients and the public at our facilities. They remain vigilant and mindful at all times when on their post & patrol assignments.



All staff are required to challenge all unauthorized individuals attempting to gain access to sensitive areas.



Security at non-hospital facilities (Central Office, Community Care, MetroPlus, Correctional Health Services) is managed by third-parties, who are responsible for tenant safety.

Note: Hospital Police does not carry fire arms, and third-party security officers may or may not carry fire arms.

What is an 'Active Shooter'?



An individual actively engaged in killing or attempting to kill people in a confined and populated area, and often there is no pattern or method to their selection of victims.



An active shooter event is the most extreme case of workplace violence.



Active Shooter Events

- Unpredictable
- Dynamic
- May occur inside or outside a facility
- Usually short duration (often over within 10 to 15 minutes)
- Typically, immediate intervention of law enforcement is required to stop the shooting and mitigate harm or death to victims



Although Rare, Active Shooter Events do Happen Close to Home...

September 2004

In September 2004, a man walked into Elmhurst Hospital emergency room and demanded to see his wife (an admissions clerk) and then shot her co-worker, also an admissions clerk.

June 30, 2017

On June 30, 2017 a former employee walked into Bronx-Lebanon Hospital with an assault rifle and shot seven people. One of them died instantly.

January 2021

In January 2021 a gunman barricaded himself inside the Memorial Sloan Kettering Cancer Center and shot at police. He was depressed about his terminal cancer diagnosis. The gunman fired 4 shots, but no one was hurt.

January 25, 2022

On January 25, 2022, an individual came into the Jacobi emergency department and shot another individual who was in the waiting room. The victim was wounded and no one else was physically harmed.

Active Shooter & Workplace Violence Risks at Healthcare Facilities



Healthcare workers are at a risk for violence.

- According to the Occupational Safety and Health Administration (OSHA), healthcare workers in particular are at an increased risk for workplace violence. About 50% of all non-fatal injuries occur in healthcare and social service organizations.
- Patient stress is the most common cause of hospital violence.
- The person inflicting the violence is usually known to the facility.
- Your top priority when violence occurs is to protect yourself and your patients.

Active Shooter Notification Protocol



- Call 911/ Hospital Police/ Security/ Facility Operator as soon as it is safe for you to do so. Provide all relevant details, including the location and direction of travel of the active shooter, a physical description of the person(s), and number and types of weapons, if known, as well as the location and condition of any victims.
- Notification over the NYC Health + Hospitals facility PA system in plain language - "Active Shooter" - will be made repeatedly along with the last known location and direction of travel (*if known*) of the shooter. If possible, additional notifications may be sent to staff via NYC Health + Hospitals' Emergency Staff Notification System, Everbridge, and work station Notification System, ALERTUS. Emergency announcement/response protocol will be made at locations with no Hospital Police.

Consider Safety and Care of Others



- Healthcare professionals have a duty to care for the patients for which they are responsible.
- If an active shooter incident occurs, NYC Health + Hospitals' staff must balance the need for safety and security with continuing to provide care in a therapeutic environment.
- Reasonable attempt to continue caring for patients should be made, but in the event this becomes impossible without putting others at risk for loss of life, certain decisions must be made.
- This personal choice means dealing with risk associated with abandoning care versus continuing care under the stress of knowing that an active shooter has not been neutralized.

What are your options?



Run



Hide



Fight

In response to an active shooter event, there will be three potential courses of action that you may decide to take:

- RUN
- HIDE
- FIGHT



Run



Run



Hide



Fight

- Your first option is to *escape the danger*.
- If you hear gunshots in one direction, head in the other direction.
- DO NOT wait for someone to come and tell you to leave.
- Do not use elevators. Use the stairs and move away from the floor if possible.
- If shooter is below, move up. If shooter is above, move down.
- Be familiar with your work unit and be aware of exit locations.



Run



Run

Hide

Fight

If there is an accessible escape path, attempt to evacuate the premises, following these recommendations:

- Have an escape route and plan in mind
- Leave your belongings behind
- Help others escape, if possible (be mindful of any patients who have difficulty ambulating or are immobile)
- Warn individuals about entering an area where the active shooter may be
- Keep your hands visible
- Follow the instructions of any police officers



Hide



Run

Hide

Fight

- If there is no safe exit or if you are unsure of where the violence is occurring
Barricade yourself in a room, if necessary, and stay out of sight.
- If you hear gunshots or are notified that there is an 'active shooter' in the area and you do not feel safe making an attempt to flee: lock your doors.
- Once barricaded, do not look outside or unlock the door until law enforcement is identified and advises to do so.



Hide



Run



Hide



Fight

If evacuation is not possible, find a place to barricade yourself where the active shooter is less likely to find you, with these recommendations:

- The ideal barricade place should:
 - Be out of the active shooter's view
 - Be a room that can be locked, such as a bathroom, medication/linen/janitorial room. Lock the door, stay as low to the floor as possible and remain quiet and motionless
- Blockade the door with heavy furniture and hide behind large items
- If the active shooter is nearby:
 - Silence or turn cell phone and/or pager **ringers to OFF** and *not on vibrate*
 - Turn off any source of noise (i.e., radios, televisions)

Fight



Run



Hide



Fight

- If you cannot **run, hide** (or tried to and were discovered), you may make a decision to resist or **fight!**
- Be bold and aggressive. This is a life-threatening situation. Commit to your actions!
- Numbers: Most 'active-shooters' work alone, but YOU don't have to...
...if you are with a partner or group, attack together from multiple sides.



Options for Consideration Active Shooter Preparedness Video

This video reviews the choices of run, hide and fight, and shows how to assist authorities once law enforcement arrives.



Use the Video Controls to pause and play this video.
Remember, the system will automatically log out after 20 minutes of inactivity.

Options for Consideration Active Shooter Preparedness Video

Law Enforcement Response

Comply with the police instructions. The first responding officers will be focused on stopping the active shooter and creating a safe environment for medical assistance to be brought in to aid the injured.

When the Police arrive at your location:

They may shout and have their weapons drawn so please remain calm, and follow officers' instructions

Put down any items in your hands (i.e., bags, jackets)

Immediately raise your hands and spread your fingers

Keep your hands visible at all times

Avoid making quick movements toward officers such as attempting to hold on to them for safety

Avoid pointing, screaming and/or yelling

Proceed in the direction from which officers are entering the area or to an area to which they direct you

Notify facility representatives that you have evacuated the premises

Stop the Bleed

No matter how rapid the arrival of professional emergency responders, bystanders will always be first on the scene. A person who is bleeding can die from blood loss within five minutes, therefore it is important to quickly stop the blood loss.



A ALERT -
CALL 911

B BLEEDING -
FIND THE BLEEDING INJURY

C COMPRESS -
APPLY PRESSURE TO STOP THE BLEEDING



Stop the Bleed

C: COMPRESS - APPLY PRESSURE TO STOP THE BLEEDING BY:

1: Covering the wound with a clean cloth and applying pressure by pushing directly on it with both hands, OR

2: Using a Tourniquet / Stop the Bleed Kit, OR



3: Packing (stuffing) the wound with gauze or a clean cloth and then applying pressure with both hands. Before you offer any help, you must ensure your own safety!

- If you become injured, you will not be able to help the victim
- Provide care to the injured person if the scene is safe for you to do so
- If, at any time, your safety is threatened, attempt to remove yourself (and the victim if possible) from danger and find a safe location
- Protect yourself from blood-borne infections by wearing gloves, if available



Post Incident Action

When the police have determined that the active shooter emergency is under control, an announcement will be made by a NYC Health + Hospitals representative and/or law enforcement official indicating that the "ACTIVE SHOOTER" alert is no longer in effect.

Orderly cooperation is extremely important to manage investigation; patient and staff information; media and restoration of operations and services.

Mental Health professionals will be available at NYC Health + Hospitals facilities to assist with post-incident trauma.



Employee Assistance Program



- EAP can provide practical solutions, information, support, and referrals for a wide range of issues, including anxiety, depression, relationship challenges, alcohol and other substance abuse, grief, and loss, financial or legal concerns and work/life balance.
- An employee can talk about issues in confidence with a knowledgeable, caring professional to connect with resources and gain a new perspective, strategy, information, or solution.
- All NYC Health + Hospitals employees can seek confidential counseling by reaching an EAP Counselor at (212) 306-7660 or email eap@olr.nyc.gov.

References

- 1 U.S. Dept. Of Homeland Security - "Active Shooter, How to Respond"
- 2 NYPD - "Active Shooter, Recommendations and Analysis for Risk Mitigation"
- 3 FDNY - "Active Shooter and Medical Emergency Preparedness Training Course"
- 4 Publications by the FBI in coordination with the Healthcare & Public Sector Coordinating Council on Active Shooter Planning and Response in Health Care settings
- 5 Stop the Bleed materials and information provided by: American College of Surgeons; Hartford Consensus.
- 6 Cybersecurity and Infrastructure Security Agency - Options for Consideration Active Shooter Preparedness Video: www.cisa.gov is an official website of the United States government
- 7 NYC Health + Hospitals Hospital Police; Human Resources; Legal Affairs; and Emergency Management departments.

Questions

For additional information regarding these guidelines, please contact any of the following:

- [Hospital Police Directors Contacts](#)
- [Workplace Violence Prevention Coordinators](#)
- [Emergency Preparedness Coordinators](#)





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