

Wednesday, April 20, 2022

12PM/11CT

# Clearinghouse on Supervised Visitation Phone Conference/Webinar Agenda



## Discussion

1. **Welcome and Announcements – Everyone is invited!**
2. **Check the listings on the website to ensure your program information is up to date and correct for the quarterly report. If you need to add or change anything, email Lyndi Bradley at [lbradley2@fsu.edu](mailto:lbradley2@fsu.edu)**
3. **May Phone Conference Date: May 18, 2022**
4. **Questions from Directors**
5. **Custody Exchange Tragedy: Santa Rosa County**
6. **Parental Resilience**
7. **Understanding Relapse**
8. **Active Shooter Preparedness**

# Custody Exchange Tragedy: Santa Rose County

## Facts About the Case

- Cassie Carli was last seen at Navarre Beach, where she went to meet with the father of her daughter, Marcus Spanevelo, for a custody exchange of their four-year-old daughter on Sunday, March 27<sup>th</sup>. Exchange was scheduled to take place in the parking lot of a restaurant.
- Sunday night, Carli's father texted Carli asking her about her whereabouts. Then a few hours later, he received a text from her phone saying that she was having car and phone troubles. She also mentioned that she was spending the night at Spanevelo's home.
- Spanevelo told Carli's father that she asked him to drop her off in the middle of nowhere in Destin so she could go to her friend's (Sam Porter) home.
- Porter told news that Carli never arrived at her home.
- Carli was reported missing on Monday, March 28<sup>th</sup>.
- Carli's vehicle was found on Tuesday, March 29<sup>th</sup> near the parking lot on Navarre Beach with her purse, phone, and credit cards inside the vehicle.
- Cassie Carli was found dead in Springville, Alabama on April 2<sup>nd</sup>. Her body was found in a shallow grave inside a barn on Highway 11. Autopsy report is pending.
- The barn she was found at is connected with her ex-boyfriend Marcus Spanevelo.
- Spanevelo was arrested on three charges related to the case (tampering with evidence, giving false information concerning a missing persons investigation, and destruction of evidence). He was arrested on Friday, April 1<sup>st</sup> in Tennessee. Depending on the autopsy results more charges may be filed.
- Spanevelo is not cooperating with the investigation.
- Carli's daughter is currently with Carli's family.
- Carli's family reports that there was a history of DV between Carli and Spanevelo
  - Carli told family members that she was being threatened by Marcus for the past 2 years
  - Carli's sister Raenne reports that Spanevelo was verbally and emotionally abusive to Cassie throughout her pregnancy and after her child's birth.
- In the previous months prior to Cassie's death, Marcus attempted to track her phone and plant recording devices in her home.

## Court Involvement

- March 30, 2022 – Domestic Relations/Family 16-E - Santa Rosa County Clerk
  - Petitioner- Andrew Carli
  - Respondents – Cassie Carli and Marcus Carli
  - Petition for temporary custody by extended family member- Andrew
  - Emergency motion for temporary custody and pick up order
    - Motion denied
  - Case closed
- May 5<sup>th</sup>, 2019 – Domestic Relations/Family (2019 DR 001922 F) – Paternity/Disestablishment of Paternity- Okaloosa County
  - Petitioner- Marcus Spanevelo
  - Respondents- Cassie Carli
  - Case Open
  - Motion for Psychological Evaluation – 7/12/2021
    - Order on Motion for psychological evaluation – 10/7/21
  - Emergency motion for child pick up order – 7/13/2021
- October 31<sup>st</sup>, 2018 - Domestic Relations/Family (2018 DR 003886 FV) – Domestic Violence with Children – Okaloosa County
  - Petitioner- Cassie Carli
  - Respondent- Marcus Spanevelo
  - Temporary injunction granted – 10/31/2018
  - Temporary injunction dismissed on 11/8/2018
  - Hearing held on 11/8/2018 – court result: domestic violence dismissed after hearing
  - Case closed on 11/8/2018

## GoFundMe

- GoFundMe started by Cassie for legal assistance – created on August 2021
  - <https://www.gofundme.com/f/g9uz3a-help-cassie-with-legal-fees>
  - Cassie disclosed being a victim of DV
  - DCF involvement with the family

# Parental Resilience

## What is Resilience?

Resilience is the capability to overcome and bounce back from experiencing adversities. In the past, resilience was considered a trait that people were born with; you either had it or didn't. However, current research has shown that anyone can engage in and develop resilience throughout their life (Fleming & Ledogar, 2008).

## The Importance of Parental Resilience

Parents who are resilient demonstrate the ability to manage everyday stress and function well through occasional crises. Resilient parents utilize their inner strength to overcome challenges faced by themselves and their children, effectively manage adversities, recover well from the effects of trauma, and thrive given their family's distinctive characteristics and circumstances (Center for the Study of Social Policy, 2018). Resilient parents are also aware of their strengths and limitations and are not afraid to seek out help when needed.

Parents that engage in resilience are role models for their children. Resilient parents promote positive coping, self-regulation, stress management, and problem-solving techniques to their children. By witnessing their parents' responses, they too can develop these skills at a young age. How parents respond to stress can influence their children's behaviors, so promoting resilience engagement in parents is necessary for children to achieve healthy outcomes.

## Understanding the Impact of Additional Stressors on Parents

Typical stressors faced by parents can often be handled and resolved easily. However, some stressors can be more extreme and take more of a toll on parents and their families. These stressors add an extra layer of weight onto parents' shoulders and can impact their well-being. Some examples of additional stressors and circumstances that parents might face are caring for children that have a chronic illness or disability or have encountered grief.

**"The strongest oak tree of the forest is not the one that is protected from the storm and hidden from the sun. It's the one that stands in the open where it is compelled to struggle for its existence against the winds and rains and the scorching sun."**

**– Napoleon Hill**

The following will detail each of these circumstances and provide some approaches that can be shared with parents to help them cope with these added stressors and develop greater resilience.

## **Parental Resilience and Children with Chronic Illnesses**

Parents' well-being can be considerably disrupted by the tremendous psychological distress associated with parenting a child with a chronic illness. These parents balance the everyday aspects of parenting with the demanding tasks associated with caring for chronically ill children, including the distinctive challenges of higher medical and other related costs, greater time demands, employment constraints, lower incomes, and childcare challenges (Brehaut et al., 2011). Additionally, these parents must balance out the requirements of doctor's visits, interventions, treatments, and medications. All of these demands can take a toll on parents' emotional and physical health. As such, parents report greater depressive symptoms and poorer overall mental health (Smith & Grzywacz, 2014).

Parents of children with chronic illnesses have a foundation to build resilience. In fact, research shows that these parents' resilience tends to increase over time after their child's initial diagnosis (Brehaut et al., 2011). However, it is important to note that studies have found that chronic illnesses within children can reduce overall family resilience (Qiu et al., 2021).

There are many approaches that families can take to help build stronger resilience together. One suggested approach is to advocate for family-centered interventions. Family-centered interventions can help improve psychosocial outcomes for chronically ill children (Qiu et al., 2021). Additionally, family-centered interventions can help improve the well-being of families and increase resilience. Some examples of family-centered approaches are as follows:

- **Family-centered health care**
  - Research states that parents reported less caregiving burden and greater quality of life and life satisfaction (Crespo et al., 2016)
- **Family-centered empowerment programs**
  - Research states it reduces depression symptoms and caregiver burden on parents (Shoghi et al., 2019).
- **Family-centered self-care**
  - Research states it improved health outcomes for children (Deek et al., 2015).

Parents can request family-centered interventions and services from their family nurses and practitioners.



## Parental Resilience and Children with Disabilities

The moment a child's initial diagnosis is presented to a family can be a shocking and challenging experience. Typically, parents' initial reactions to the diagnoses are negative and can be compared to responses related to grief (Heiman, 2002). Parents may respond in a wide variety of ways, including denying the diagnosis, reacting ineffectively, or adapting quickly and taking practical actions (Heiman, 2002). Since a child's disability influences the interactions among the child, the family, and the external environment, many routines in life must be altered and changed, which can affect family functioning (Heiman, 2002).

Families of children with complex health needs or disabilities are prone to experiencing emotional, physical, and social stress in coping with everyday stressors (Whiting et al., 2019). Parenting stress tends to be higher in parents of children with disabilities than those with typically developed children (Thwala et al., 2015). However, research shows that many families are resilient in facing these challenges (Gerstein et al., 2009; Bayat, 2007; Heiman, 2002).

Research has identified ways that parents can build resilience within themselves by:

- Practicing coping strategies to help lower stress levels
- Maintaining a positive outlook and fostering optimism
- Having positive parental feelings toward their children and family relationships
- Developing social support systems
- Having open discussions with family, friends, and professionals
- Engaging in continuous educational, psychological, and therapeutic support

(Peer & Hillman, 2014; Heiman, 2002)

There are many resources for parents of children with disabilities. Here are some additional tips for parents: [CDC Family Resources](#)





## Parental Resilience and Children Experiencing Grief

Similar to parents, children can feel the adverse emotions of grief following a loss. Children can encounter grief through many forms of loss, such as the death of a loved one, parental divorce, moving, and parental incarceration. Regardless of the type of loss experienced by the child, they can demonstrate their emotions through sadness, anger, guilt, or confusion, among others. Additionally, expressions of grief in children can be exhibited through various behaviors, including irritability, sleep disturbances, and changes in eating patterns (Fiorini & Mullen, 2006). It is important to note that children's reactions to loss can vary depending on their developmental stage, culture, and previous life experiences (Jones, 2020).

There are many ways parents can help foster resilience in children experiencing grief. Approaches to handling grief can vary based on the family's beliefs and culture.

Some common parental strategies to help build resilience through grief are listed below:

- Reassure children by reminding them they are loved and important, that they are not to blame for the loss
- Provide children with consistent, honest, and clear communication
- Maintain routines and structure to help children feel a sense of security
- Validate their feelings and encourage them to express their emotions
- Involve children in the decision-making and grieving process
- Praise children for managing difficulties
- Understand that children may cope differently than usual
- Continue to enforce clear and fair boundaries with children's behavior
- Help children understand that change and loss is a part of life

(Child Bereavement UK, n.d.; National Alliance for Grieving Children [NAGC], 2020)



## Parental Resilience and Children Experiencing Grief

The best way for parents to instill resilience in their children is to model it themselves. However, it can be challenging for parents to provide support to their children while they are simultaneously grieving. It is common for parents to focus solely on the children's well-being during the bereavement period. Similar to the oxygen mask analogy, it is important for parents to take care of themselves first to be able to provide support to their children during difficult times. Parents must implement self-care strategies, practice healthy coping skills, and ask for help when needed so that they can be role models for their children during grief (NAGC, 2019).

Some specific approaches parents can take are:

- Taking care of themselves by eating healthy, exercising, expressing themselves through art, resting, and practicing their spirituality. When parents actively care for themselves in front of their children, their children pick up on their healthy habits.
- Being open about their grief to their children in an age-appropriate way. It can be helpful for children to see how adults process their emotions during grief. Watching their parents process grief can help them understand that it's okay to express their emotions and feel sad.
- Staying connected with social support systems. When parents interact with family members, groups, and the community, it can help them build resilience during difficult times. Including your children in these interactions can help them foster meaningful relationships, develop connections, and engage in resilience.
- Sharing and performing rituals can help parents and children cope with grief and connect with the memories shared with their lost loved ones.





## Parental Resilience and Maltreated Children

Child maltreatment can take many shapes, including neglect and physical, emotional, and sexual abuse. Maltreatment during childhood can be disruptive and harmful to children's physical, emotional, cognitive, and social development.

There are many protective factors that can help build resilience in children and reduce the likelihood of child maltreatment. Protective factors are buffers to stressful situations that aid individuals to cope in a healthy way. There are both internal and external protective factors. These factors are not predetermined traits; they can be learned.

Children internal protective factors:	Children external protective factors:
<ul style="list-style-type: none"><li>• Optimism and hope</li><li>• Problem-solving skills</li><li>• Emotional regulation skills</li><li>• Self-esteem</li><li>• Good cognitive functioning</li><li>• Interpersonal skills</li></ul>	<ul style="list-style-type: none"><li>• Relationships and advice from family and caregivers</li><li>• Support and nurturing from adults in school and the community</li><li>• Positive peer relationships</li><li>• Opportunity to build a sense of mastery or competence</li><li>• Stable socioeconomic status</li><li>• Spiritual or cultural connections</li></ul>

(Walsh et al., 2020)



## Parental Resilience and Maltreated Children

The following are 6 protective factors that parents can implement to increase resilience in children:

### 1. *Nurturing and Attachment*

When parents are nurturing and affectionate toward their children, they encourage positive child development. Some examples of nurturing and attachment are providing physical affection such as hugs and kisses, validating a child's feelings, having family gatherings, and providing a safe physical and social environment.

### 2. *Knowledge of Parenting and Child Development*

When parents have adequate information about raising their child, they understand the appropriate expectations for their child at every age. Parents can receive resources and information from mother support groups, pediatricians and nurses, and parenting classes that teach parenting skills.

### 3. *Parental Resilience*

When facing adversity, parents need to be able to identify personal strengths to support them through hard times. When parents can healthily overcome obstacles and challenges, they develop a skill set that can help them deal with the everyday stresses of life. One important aspect of parental resilience is helping parents recognize that their children have needs that differ from, and may compete with, their own needs (Zweben et al., 2015). Parents who can cope with the pressures of adulthood and persevere are able to provide strength and support for their children.

### 4. *Social Connections*

When families have a sense of connectedness with supportive people and social institutions, they can meet the needs of their family members. Parents can create social connections through friends, family, religious institutions, and community groups.

### 5. *Social-emotional Competence*

Parents and children both benefit from forming positive relationships and experiencing, regulating, and expressing emotions effectively. Children who are socially and emotionally competent have the ability to be supportive, give compliments, share, and know when and how to apologize. Parents and children can receive resources and help to strengthen social-emotional competence through guidance counselors at the children's school or the clergy at the family's place of worship.

### 6. *Support During Times of Need*

All families benefit when they have access to and receive support services from institutions or social connections. Parents can seek resources that provide emotional and basic needs support such as housing, food, transportation, and referrals for services.

(Child Welfare Information Gateway, 2021)

# Understanding Relapse

Relapsing is not uncommon and is a part of recovery for individuals with substance use disorders. Relapsing does not indicate failure but the need for an alternative form of treatment and support. Social service providers can talk with parents to understand their needs and direct them to the appropriate resources to aid in their recovery.

## What is Relapsing?

Relapsing refers to the behavior of returning to substance abuse after a period of abstaining from alcohol or drug use or after completing treatment. Relapsing does not indicate treatment failure, but rather parents need additional support to replace old coping patterns with healthier ones (Alcohol and Drug Foundation, n.d).

Relapse is not simply the act of returning to substance use; it is a slow process that can be categorized into three stages identified as emotional, mental, and physical relapse (Parsi, 2019).

The link below offers visual insight into emotional, mental, and physical relapse and coping skills that parents can use to continue their journey to recovery.

[Relapse Prevention: Early warning signs and important coping skills](#)

Stage 1: Emotional Relapse	Stage 2: Mental Relapse	Stage 3: Physical Relapse
<p>Emotional relapse is categorized by an individual exhibiting feelings or behaviors that can lead to relapse. During this stage, an individual is not actively thinking about substance consumption.</p> <p><b>Signs:</b></p> <ul style="list-style-type: none"><li>• Negative emotional behaviors</li><li>• Anger</li><li>• Anxiousness</li><li>• Defensiveness</li><li>• Changes in sleeping and eating patterns</li></ul>	<p>Mental relapse can be understood as a constant battle of tug of war. This back and forth feeling of wanting to use and compromising not to. It is not uncommon for individuals recovering from having intrusive thoughts of usage. Mental relapse, however, is the feeling of moving towards an action (Parsi, 2021).</p> <p><b>Signs:</b></p> <ul style="list-style-type: none"><li>• Cravings and urges to use substances</li><li>• Engaging in opportunities that may increase relapse</li><li>• Planning and bargaining relapse</li></ul>	<p>When an individual struggles to address feelings in the emotional and mental relapse stages it heightens the likelihood of physical relapse.</p> <p><b>Signs:</b></p> <ul style="list-style-type: none"><li>• Breaking sobriety</li><li>• Consumption of alcohol or usage of drugs.</li></ul>

(American Addiction Centers, 2022).

## Why does it happen?

It is not uncommon for individuals working towards their substance abuse disorder to relapse. According to the National Institute on Drug Abuse (NIDA), individuals working toward recovery often experience at least one relapse in their recovery journey (National Institute on Drug Abuse, n.d). There are many physiological and environmental factors that may trigger a parent's relapse. These triggers may differ from parent to parent, so working to understand these differences will allow supervised visitation staff to provide adequate resources and coping skills. The struggle to abstain from substances or drug dependency is linked to addiction, a chronic disease.



Addiction to substances or drugs changes the chemistry of one's brain and causes disruptions in the normal brain processes. Individuals build a dependency on the feelings of pleasure that are reinforced with repeated use. The change in one's brain chemistry leads to a physical dependency which can cause cravings and withdrawal symptoms (American Addiction Centers, 2022).

## Trigger and Risk Factors for Relapse

Being able to identify the signs associated with the various stages of relapse as well as equipping parents with the knowledge to identify their personal triggers, is essential in strengthening families.

Triggers are defined as emotional, psychological, and social factors that can arise from the feelings of seeking to engage in substance use. Triggers can be categorized by external triggers and internal triggers.

External Triggers:	Internal Triggers:
External triggers are situations and environmental events or factors that increase an individual's desire to use again.	Internal triggers are associated with thoughts and feelings that make one feel cravings.

## Triggers:

- Depression and anxiety
- Shame
- Stress (financial, relationships, transition/changes)
- Inconsistency
- Feeling judged or misunderstood
- Feeling unsafe
- Specific places and environments connected to addictive behavior

(Addiction Center, 2021)

## Signs of Relapse



**Increased irritability**



**Denial of behaviors or events**



**Drastic mood changes**



**Drug and alcohol cravings**

(The Recovery Village, 2021)

### **What can supervised visitation monitors do to help prevent relapsing?**

Supervised visitation monitors play a role in parental recovery from substance abuse as providers serve as a resource and sense of support. Prevention is cultivated by providing necessary community resources and aiding families in developing positive risk factors. Additionally, by facilitating appropriate and positive parent-child interactions, parents can gain skills and healthy coping mechanisms that help in preventing relapse.



# Active Shooter Preparedness

## Understanding Active Shooter Preparedness

The Clearinghouse on Supervised Visitation offers this research-based content so that directors of Florida programs can create a preparedness plan that meets their needs.

By its very nature, an active shooter event is difficult to plan for and there is never a guarantee that a program's plan will be able to avert a tragedy.

## What is an Active Shooter?

An active shooter is an individual who is actively engaged in killing or attempting to kill people in a populated area. In many cases, active shooters utilize firearms, and there is no specific method or pattern in their selection of victims (Federal Bureau of Investigation, 2016).

## Characteristics of an Active Shooter

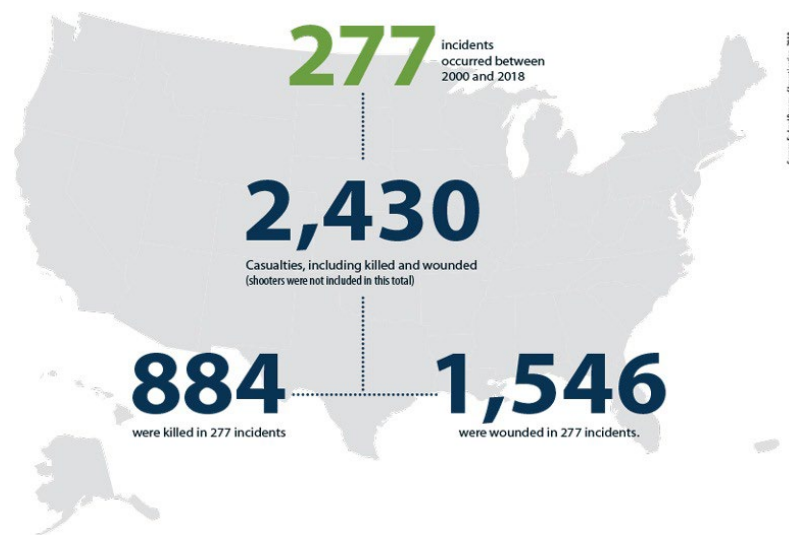
Police and emergency departments list essential characteristics often associated with active shooters. It is important to note that every active shooting incident is unique, with no specific comprehensive characteristics. Below are prevalent characteristics that have been cited in multiple police reports that help guide individuals to understand active shooting situations.

- Active shooters often attend locations with a high concentration of individuals (e.g., schools, theaters, shopping centers, or other places of business).
- Active shooters typically engage more than one target. The selection of individuals may be intentional and premeditated or randomized during the act.
- Active shooters often are prepared with detailed and elaborate plans of attack. This level of preparedness enables active shooters to be better prepared than police officials and have a high sense of familiarity with the chosen location.
- Active shooters may choose locations to gain a tactical advantage.
- Based on trends, active shooters often tend to be suicidal, but not always. Being aware of motives allows officials and responders to employ effective tactics as an escape, or concealing one's identity has been seen to not be a priority in various active shooting incidents.
- Active shooter's intentions are usually an outward expression of hatred or rage, rather than other motives such as financial gain associated with other crimes.
- Active shooters may employ different tactics and tools in addition to a firearm to harm others such as
  - Using a vehicle to cause mass casualty
  - Using homemade bombs
  - Utilizing other weapons such as knives, fires, or drones

## Prevalence: Facts and Statistics

Active shooter incidents can occur anywhere and unexpectedly, knowing key active shooter facts and statistics will help you and your agency prepare for the unexpected.

Below is an overview of data gathered by the Federal Bureau of Investigation on active shooting incidents in the United States. The data is synthesized by multiple law enforcement reports throughout the nation and is effective as of May 24th, 2021.



The map graphic contains a number of snapshot statistics of the active shooter incidents that occurred in the United States from 2000 to 2018. These statistics include 277 active shooter incidents and 2,430 casualties, including 884 killed and 1,546 wounded.

(Federal Bureau of Investigation, 2018)

There is an upward trend in incidents the data shows that active shooter incidents have doubled from 2016 to 2020 from 20 incidents to 40.

Below is a breakdown of the number of active shootings from 2016 to 2020:

- 2016: 20
- 2017: 31
- 2018: 30
- 2019: 30
- 2020: 40

## Length of Active Shooter Incidents

Active shooting incidents do not last long so being prepared is essential.

- At least 66.9% of all active shooter incidents ended before the police arrived at the scene.

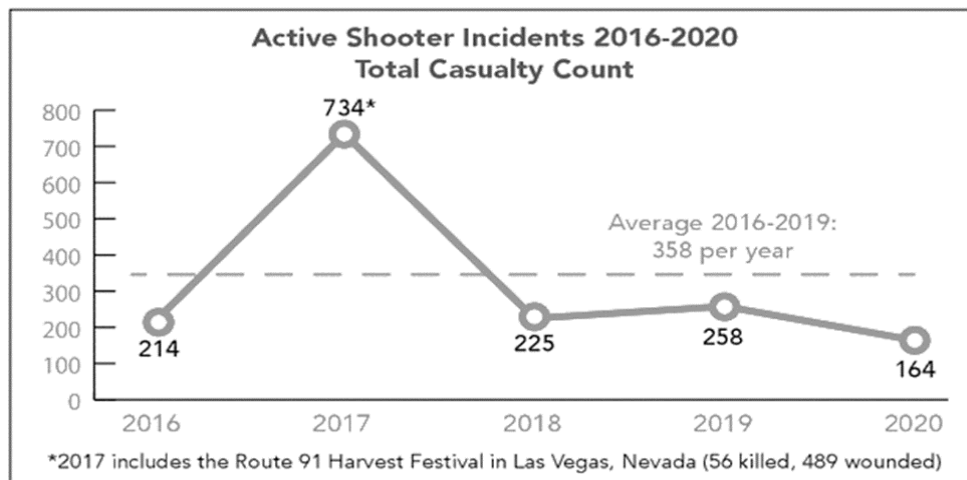
To quantify the average length of active shootings

- 69.8% of active shooter incidents ended in 55 minutes or less.
- 36.5% of active shooter incidents ended in 2 minutes or less.

(Federal Bureau of Investigation, 2016)

## Active Shooter Casualties Per Year

- While active shooter incidents have doubled since 2016 casualty counts have decreased. The breakdown below depicts the total casualty count from 2016 to 2020.
  - 2016: 214
  - 2017: 734
  - 2018: 225
  - 2019: 258
  - 2020: 164
- A 20-year active shooter summary shows that there have been 2,851 casualties from 2000 to 2019. This number excludes the shooter casualties (Federal Bureau of Investigation, 2020).



## Commonly Targeted Locations

Highly populated areas with pedestrian traffic are typically targets for active shooting incidents. From 333 active shooter incidents from 2000 to 2019, the top three target locations are businesses open to pedestrian traffic (96), open spaces (50), and schools (44). Noted below is an overview of 12 distinct locations and the number of incidents that occurred within the 20-year span.

- Businesses open to pedestrian traffic: 96
- Businesses closed to pedestrian traffic: 41
- Malls: 10
- Institutes of higher education: 18
- Schools (Pre-K–12): 44
- Government properties: 21
- Military properties: 9
- Health care facilities: 15
- House of worship: 15
- Open spaces: 50
- Residences: 13
- Other location: 1

(Federal Bureau of Investigation, 2019).

## The Importance of Being Prepared

Active shooter situations are unpredictable and evolve quickly. Active shooting situations are often over within 10 to 15 minutes, before law enforcement can arrive on the scene and assess the situation, individuals must be mentally and physically prepared to deal with active shooters (U.S Department of Homeland Security, 2009).

Being aware and able to identify indicators that may signal a violent intent is an effective way to aid in the prevention of incidents and collaboratively work with public and private entities within your community.

## Planning

Establishing a plan to counter an active shooter should involve an interprofessional team with a multidimensional approach that is continuously assessed as no one approach will work in every situation.

- Establish a framework of how to deal with an active shooter emergency. Consider the run, hide, fight tactics and skills into your planning model.
- Involve everyone in your organization's facility into the designated plan.
- Develop plans for multiple scenarios
- Collaborate with local law enforcement to develop a plan and understand all associated business risks.
- Develop a culture of reporting. Encourage the phrase and initiative *"if you see something, say something."*

Below is an active shooter action guide along with the template for your organization can use to develop and document a comprehensive plan that includes multiple employers and key considerations.

[Active Shooter Emergency Action Plan Guide](#)

[Active Shooter Emergency Action Plan Template](#)



## Facility Initiatives to Thwart Active Shooter Incident

- Develop a method of recognizing problems in your organization and have an established reporting system.
- Establish staff reporting stations.
- Educate employees on harm reduction and self-defense.
- Equip your facility with accessible first aid kits.
- Enact security measures in your organization these include
  - Employees must wear identification badges.
  - All identification and badges should have the technology to be reprogrammed.
  - Employees are knowledgeable on how to report suspicious behavior without repercussions.

(Schwerin et al., 2022)

## Protective Measures








Physical Security	Access, Planning, and Personnel
<ul style="list-style-type: none"><li>● Post signs and emergency exit routes, first-aid stations, and additional resources such as shelter locations for your organization team to use.</li><li>● Establish security measures and access control in sensitive or critical areas of your agency's site.</li></ul>	<ul style="list-style-type: none"><li>● Conduct periodic background checks on all personnel that has access to sensitive locations.</li><li>● Remove recently terminated employees and assess if they pose a security risk for the organization.</li><li>● Issue identification badges and guest passes into your organization's logistical operation.</li></ul>

(U.S Department of Homeland Security, n.d)





## Practices for Coping with an Active Shooter

	“ <b>Run</b> ” to the nearest exists, making use of available concealments and discrete locations as you run and move away from the source of hazard.
	If you cannot safely evacuate, “ <b>hide</b> ” in a secure location where you can block entryways such as doors and windows and prepare to “ <b>fight</b> .” In your hiding spot, assess the area for tools and materials you can use to defend yourself against the source of hazard.
	Seek coverage behind objects that remove from the sight of the hazard
	Call 9-1-1 when you are safe but remain vigilant for potential additional attacks.
	Provide first-aid assistance to others when it is safe to do so.
	Always maintain situational awareness when rendering first-aid and assistance to others.
	When first responders and law enforcement arrive, follow designated instructions.

“**Run**,” “**hide**,” and “**fight**” are recommendations from the Federal Bureau of Investigation and U.S Department of Investigation on how to act during an active shooter.

Run	Hide	Fight
<ul style="list-style-type: none"> <li>• Have an escape route and be aware of the organization's emergency</li> <li>• Leave belonging behind.</li> <li>• Help others escape, if possible.</li> <li>• Keep your hands visible when interacting with law enforcement.</li> </ul>	<ul style="list-style-type: none"> <li>• Find a hiding place out of view.</li> <li>• The hiding place should provide protection if shots are fired.</li> <li>• Lock all doors.</li> <li>• Ensure to silence your cellphone and limit noises.</li> <li>• Hide behind large items and furniture (e.g., desk or cabinets).</li> </ul>	<ul style="list-style-type: none"> <li>• Fighting should be your last resort.</li> </ul> <p>Attempt to disrupt or incapacitate an active shooter by</p> <ul style="list-style-type: none"> <li>• Yelling</li> <li>• Committing to actions</li> <li>• Throwing items</li> <li>• Use materials and items around you and improvise as weapons.</li> </ul>

The components listed above are curated from the U.S Homeland Security *Active Shooter Attacks Security Awareness for Soft Targets and Crowded Places*. (n.d.).

## Overview of Response Actions

1. Be aware of your environment and any possible dangers.
2. Take note of the nearest two exits in any facility that you enter.
3. If you are in a compromised location, hide and secure any windows and doors that may be accessible.
4. If you are in a hallway, get into a room and ensure to barricade and secure the door.
5. In an emergency as your last resort, prepare to attempt to take the active shooter down. When the shooter is at close range and you cannot flee, your survival chances are much greater if you try to incapacitate them.

## Training Materials

Referenced below are video examples that your organization can utilize in training sessions to educate team members on how to use the run, hide, fight tactic.

- This video was created by the Federal Bureau of Investigation (FBI) and demonstrates a visual depiction of an active shooter scenario and the recommended run, hide, fight steps to take to protect yourself and others  
<https://youtube/szJzdZzOYaM>
- The Prepare to Survive video below describes how to employ the run, hide, fight tactics to survive an active shooter emergency.  
<https://youtu.be/55v7fP5nn9c>

## FEMA Online Independent Study Courses

The Federal Emergency Management Agency (FEMA) offers courses that your employers can take and become certified in preparation for active shooter situations. The following courses cover a wide range of topics that will equip employers with the skills, knowledge, and abilities to carry out the organization's identified plan.

IS 906: Workplace Security Awareness	<a href="https://emilms.fema.gov/is_0906/curriculum/1.html">https://emilms.fema.gov/is_0906/curriculum/1.html</a>
IS 907: Active Shooter: What Can you Do	<a href="https://emilms.fema.gov/is_0907/curriculum/1.html">https://emilms.fema.gov/is_0907/curriculum/1.html</a>
IS 914: Surveillance Awareness What Can you Do	<a href="https://emilms.fema.gov/is_0914/curriculum/1.html">https://emilms.fema.gov/is_0914/curriculum/1.html</a>
IS 915: Protecting Critical Infrastructure Against Insider Threat	<a href="https://emilms.fema.gov/is_0915/curriculum/1.html">https://emilms.fema.gov/is_0915/curriculum/1.html</a>

## Recovery Efforts After Active Shooter Incident

It is important to not only prepare your organization to respond to incidents but also collectively determine recovery efforts and processes to effectively assist and provide support to employers and the community at large.

### Address Immediate Needs

- Re-establish safety and work to mitigate emotional, psychological, and physical impacts.
- Coordinate medical assistance and ensure all injured victims are provided immediate medical response.
- Establish crisis communication, communicate with families and the community updated information and the status of the incident.

### Provide Immediate Crisis Support

- Establish family assistance to provide information, resources, and assistance to employers' families.
- Assist in family reunification.
- Facilitate the retrieval of personal belongings.
- Assist in coordinating memorial and vigil services.
- Assist employees with appropriate leave and time for recovery.
- Provide grief counseling and mental health services available immediately after the incident.
- Provide information on victim assistance programs to aid in recovery.
- Prepare for the effects of anniversaries and memorials on company procedures and environment.

(U.S Department of Homeland Security, 2017)



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