



Active Shooter Training Learning Response Primer

Please **read this learning primer 24-48 hours prior to your active shooter training** to assist in better cementing the critical concepts of the course. Any questions you may have will be answered during the course of instruction.

Instructor Bio: Captain Mike Bolender has spent 25+ years in law enforcement. Mike has responded to two active shooter incidents in his career to date. Mike was a SWAT Team Leader for Comfort Suites in 2004 where his team took the shooter into custody after he shot several people and took a hostage. In 2012, Mike was tasked with being the incident commander for the Sikh Temple mass shooting.

“Ripple of Safety”

Utilize in all emergencies.

1. You **get safe**
2. **Notify those around you** to get safe
3. **Activate** your organizations emergency notification
4. Call **911**

Initial Response

If you **hear something that could be gun fire, treat it like gunfire**. Do not assume or deny what you heard (“It’s probably firecrackers”) and do not try to find the sound. These actions **can get you killed**. Use your “action script”.

Action Scripts: “If this happens, I’ll do that”:

Having a plan of what you will do in an emergency improves your chance of survival by 48%. Utilize pre-planning in your personal and professional life to increase your odds of survival. **Create “Action Scripts”** for all locations and environments that you normally occupy.

- Start all scripts with two ways out of any location
- If a shooting/attack begins in an adjacent hallway or access point, I will do _____.
- If a shooting/attack manifests inside my location or bursts into my location, I will do _____.

Distractions

Throwing a distraction is the bridge to your action script. Think about anything in your hands or on your body that you could throw. **Throw distraction at the shooter’s face and utilize a “Move with Purpose Response”**

Move with Purpose Responses:

The context (where you are in relation to the shooter and your available alternatives {action scripts}) should dictate your response.

1. **Create Distance:** get out, run, evacuate
2. **Lock Down/Barricade:** hide behind a locked door, lock out, take cover
3. **Create Secondary Exit:** find an alternate exit, break a window, etc.
4. **When there’s no other choice, engage the shooter:** fight, counter, take action

Distance, Cover, and Concealment

Create **90 degree angles** from shooter and get behind cover. **Cover** stops bullets and is preferred (concrete or brick walls, dirt berms, large planters, etc). **Concealment** obstructs view from shooter (bushes, drywall, tables, etc).

Lock Down/Barricade

1. **Don’t “lay and pray”** under a desk. Hide behind a locked or barricaded door. **Pre-plan** (number items to be used for barricading) and **practice** how you will speed up a lock down and/or barricade a room.
2. **Make room look empty**. Stay out of view, lights off, silent cell phones, and watch your shadow being cast.
3. Position yourself 2-3 feet from door knob, in the “defend your room” position. **Prepare to defend your room**.
4. **Avoid the “Fatal Funnel”** (Don’t stand in front of door.)

Engage: The A, B, C’s of Fighting with a Gunman

Throw distraction and follow the A, B, C’s

- **Avoid the muzzle** (muzzle = gun barrel)
- **Blanket the weapon/arm/limb** (blanket = control)
- **Create Injury** (attack trauma susceptible areas such as the eyes, neck, solar plexus, groin, knees, and ankles)
- **Disarm** (turn the muzzle back toward shooter without pointing at yourself)

Decision Making and Fear Management

- **Singular Evaluation & Satisficing:** first alternative that meets your needs
- **Combat Breathing:** 3-4 seconds on each stage of breathing
- **Point of Indignation:** what will make you fight like a mother bear protecting her cubs
- **Emotion Shift:** fear to anger
- **Pool of Aggression:** there will be a certain amount of available aggression, either you use it or he will

When the Police Arrive

When initial law enforcement officers arrive...

1. **Nothing in your hands.**
2. **No quick movements.**
3. **Follow all police orders immediately.**
4. **Do not interfere;** they will search out stop the shooter.
5. **If you can evacuate, go out the way police came in.** Once evacuated, try to **get 300-500 feet away** from affected site **behind cover**.