Active Shooter

Though we hope we never encounter an active shooter situation on the University of Michigan campus, we know preparation and advance planning can guide our actions and help reduce the negative impacts of such a tragic event. This information provides guidance to faculty, staff, students and visitors who may encounter an active shooter situation. It also describes what you can expect from responding law enforcement officers.

An active shooter is a person or persons who appear to be actively engaged in killing or attempting to kill people in populated areas on campus. In most cases, active shooters use firearm(s) and display no pattern or method for selection of their victims. In some cases, active shooters use improvised explosive devices (IEDs) to cause additional victimization and act as an impediment to law enforcement and emergency services responders. These IEDs may detonate immediately, have delayed detonation fuses, or may detonate on contact. Active shooter situations are dynamic and evolve rapidly, demanding immediate response by the community and immediate deployment of law enforcement resources to stop the shooting and prevent harm to the community. Be aware that the 911 system may become overwhelmed.

Police officers responding to an active shooter are trained to proceed immediately to the area in which shots were last heard in order to stop the shooting as quickly as possible. The responding officers may be in teams dressed in normal patrol uniforms, or they may be wearing external ballistic vests and other tactical gear. 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. Do exactly as the officers instruct. Put down any bags or packages you may be carrying and keep your hands visible at all times; if instructed to lie down, do so. If you know where the shooter is, tell the officers.

Keep in mind that, even once you have escaped to a safer location, the police usually will not let anyone leave the area until the situation is completely under control and all witnesses have been identified and questioned. Until you are released, remain at whatever assembly point authorities designate.

Keeping Updated

If an active shooter situation develops, the University will implement its Emergency Management Plan and will combine efforts with law enforcement to support them in their efforts to manage the event. The University will provide the most accurate and timely information available to students, faculty, staff and the community. The University is working on developing a variety of ways to disseminate information such as emails, digital signage, text messaging, mass media and PA announcement.

Please contact DPSS if you have additional questions or would like an officer to speak to your department, class or group.

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Source

U-M Division of Public Safety & Security

U-M Mental Health Work Group (MHWG)

University Health Service (UHS)

U-M Counseling and Psychological Services (CAPS)

U-M Dean of Students Office (DOFS)

U-M Psychological Clinic

U-M Faculty and Staff Assistance Program (FASAP)

More Information

http://police.umich.edu/

http://www.umich.edu/~mhealth/index.html

www.uhs.umich.edu

http://www.umich.edu/~caps/

http://umich.edu/~dofs/

http://www.psychclinic.org/

http://www.umich.edu/~fasap/

http://survivor.umich.edu/
Faculty and Staff
College students at the University of Michigan may experience a great deal of stress during the course of their academic experience. As faculty members, teaching assistants, or staff members particularly involved with student services, you may encounter distressed students. Your role can be a positive and crucial one in identifying students who are in distress and assisting them to find the resources available to help themselves.

Consultation Services for Concerns with Students
Often, you as a staff or faculty person will be one of the first persons to find out that a student is having personal problems that are interfering with their academic success or daily lives. The student may come to you for academic advising, or visit during office hours, send an email, etc. and share personal concerns with you.

In these situations, CAPS is available for assistance in a number of ways. If you would like to consult with one of our professional staff to help you figure out what steps might be taken to help the student, please call (734) 764-8312 and ask to speak to the Counselor on Duty. Our expert staff is available for this service during normal business hours.

Recognizing Distress
Students dealing with personal concerns and in distress typically show some outward signs that they are struggling in some way. The following signs may indicate a need to refer a student to Counseling and Psychological Services (CAPS):

- Change from high to low grades
- Excessive absences or tardiness
- Repeated requests to obtain deadline extensions
- Depressed or lethargic mood
- Change in appearance and hygiene
- Missed exams
- Behavior that is disruptive or threatening
- Inappropriate or exaggerated emotional reactions
- Hyperactivity or very rapid speech
- Incoherent speech, disorganized thoughts
- Verbal or written references to suicide, homicide or assaultive behavior

What You Can Do
If you have decided to approach a student or if a student reaches out to you for help, here are some suggestions that might be useful.

- Talk to the student in private when both of you have time and are not rushed.
- Listen to thoughts and feelings in a sensitive, non-threatening way.
• Express your concern in specific nonjudgmental terms that reflect your concern for the well-being of the student.
• Let the student know that you believe a consultation with a staff member at CAPS could be helpful. If the student becomes defensive, simply restate your concerns and recommendations.
• Making a Referral: You can help by telling the student that they can go to CAPS on the 3rd floor of the Michigan Union. They will need to fill out intake information and then can make an appointment for as soon as possible. If the student is in crisis and needs to see someone on the same day, they can indicate their need to see the Counselor on Duty. A Counselor on Duty is always available during CAPS business hours.

This information and much more is available in a brochure format for printing and sharing with your colleagues at staff meetings, and with your GSI's and any other person who has contact with students in any capacity.

Join the “Web of Caring”

If you are interested in learning more about how to help distressed students, CAPS offers specialized training. QPR is a behavioral intervention which will inform you on how to Question a person about suicidal thoughts, Persuade them to get help and behavioral tools on how to Refer them for professional help. If you are interested in a QPR training for your department or unit, fill out a QPR request form.
Response - Active Shooter

In general, how you respond to an active shooter will be dictated by the specific circumstances of the encounter. If you find yourself involved in an active shooter situation, try to remain calm, and call 911 as soon as possible.

If an active shooter is outside your building or inside the building you are in, you should:

1. Try to remain calm
2. Try to warn other faculty, staff, students and visitors to take immediate shelter
3. Proceed to a room that can be locked or barricaded
4. Lock and barricade doors and windows
5. Turn off lights
6. Close blinds
7. Block windows
8. Turn off devices that emit sound e.g. cell phones, pagers, etc.
9. Keep yourself out of sight and take adequate cover/protection, i.e. concrete walls, thick desks, filing cabinets
10. Silence cell phones
11. Have one person call 911 and provide:
   • Your name and location and state that "we have an active shooter on campus, gunshots fired."
   • If you were able to see the offender(s), give a description of the person(s) sex, skin color, distinguishing features, clothing, type of weapon(s), location last seen, direction of travel, and identity - if known
   • If you observed any victims, give a description of the location and number of victims
   • If you observed any suspicious devices (improvised explosive devices), provide the location seen and a description.
   • If you heard any explosions, provide a description and location.
12. Wait patiently until a uniformed police officer provides an "all clear."
13. Unfamiliar voices may be an active shooter trying to lure you from safety; do not respond to voice commands until you can verify with certainty that they are being issued by a police officer.
14. Attempts to rescue people should only be attempted if rescue can be accomplished without further endangering the persons inside a secured area
15. Depending on circumstances, consideration also may be given to exiting ground floor windows as safely and quietly as possible
If an active shooter enters your office or classroom, you should:

1. Try to remain calm
2. Try not to do anything that will provoke the active shooter
3. Only as a last resort when it is imminent that your life is in danger, make a personal choice to attempt to negotiate with or overpower the assailant(s) if there is no possibility of escape or hiding
4. Call 911, if possible, and provide the information listed in the previous guideline
5. Barricade the room or proceed to a safer location if the active shooter(s) leaves the area

If you are outside and encounter an active shooter, you should:

1. Try to remain calm.
2. Move away from the active shooter or the sounds of gunshot(s) and/or explosion(s)
3. Look for appropriate locations for cover/protection, i.e. brick walls, retaining walls, large trees, parked vehicles, or any other object that may stop bullet penetration
4. Try to warn other faculty, staff, students and visitors to take immediate shelter
5. Call 911 and provide the information listed in the first guideline

What to expect from responding police officers

The objectives of responding police officers are:

1. Immediately engage or contain the active shooter(s) in order to stop life threatening behavior
2. Identify other threats such as improvised explosive devices
3. Identify persons requiring medical care
4. Identify and interview victims
5. Process and investigate the crime scene
Recovery – Active Shooter
Counseling and Psychological Services (CAPS): http://www.umich.edu/~caps/

Dean of Students Office (DOFS): http://umich.edu/~dofs/

Psychological Clinic: http://www.psychclinic.org/

Faculty and Staff Assistance Program (FASAP): http://www.umich.edu/~fasap/

UM Survivor Homepage: http://survivor.umich.edu/