

# AVADE<sup>®</sup>

WORKPLACE VIOLENCE PREVENTION



## ACTIVE SHOOTER

| INSTRUCTOR COURSE OUTLINE |

**Education, Prevention, and Mitigation** for *Violence in the Workplace*

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The **AVADE<sup>®</sup> Active Shooter** Training program is designed to complement your organizations **Workplace Violence Prevention** Training program. Active Shooter extreme violence is just one category of violence occurring in the workplace.

The instructor course involves scenario based exercises, group interaction, discussion, lecture, simulations, and hands-on techniques. The **AVADE<sup>®</sup> Active Shooter** Training program is modular-based and can be adapted into a variety of scheduling and training dynamics.

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## **AVADE<sup>®</sup> ACTIVE SHOOTER INSTRUCTOR CERTIFICATION COURSE**

Upon successful completion of the 1-Day (8-Hour) **AVADE<sup>®</sup> Active Shooter** Training program, Instructors will receive the following:

- **AVADE<sup>®</sup> Active Shooter** 3-Year In-House Instructor Certification
- **Prerequisite:** Must attend the 3-Day **AVADE<sup>®</sup> Workplace Violence Prevention** Instructor Course (Unless Otherwise Approved by PSTI)

Authorization to train and certify staff in the:

- **AVADE<sup>®</sup> Active Shooter** 2-Hour Certification Course
- **AVADE<sup>®</sup> Active Shooter** 4-Hour Certification Course
- **AVADE<sup>®</sup> Active Shooter** 1-Day Certification Course

The **AVADE<sup>®</sup> Active Shooter** Instructor package includes:

- Access to the **AVADE<sup>®</sup> Active Shooter** Instructor Portal
- **AVADE<sup>®</sup> Active Shooter** Instructor Manual
- **AVADE<sup>®</sup> Active Shooter** Student Handouts and Training Forms
- Survive an Active Shooter - Awareness, Preparedness, and Responses for Extreme Violence (Personal Safety Book)
- Be Safe Not Sorry - The Art and Science of Keeping YOU and Your Family Safe From Crime and Violence
- Maintenance of Training Records
- Continual Support From **AVADE<sup>®</sup>** | Personal Safety Training Inc.

## ▶ **Module One - Active Shooter Awareness**

- Awareness Defined
- Active Shooter Defined
- Active Shooter AKA | Also Known As
- Mass Murder | Shooting | Attacks
- Situational Awareness
- Responses to an Active Shooter
- Awareness to Survive an Active Shooter Incident
- Developing & Increasing YOUR Awareness

## ▶ **Module Two - Don't Give Them Any Honor!**

- Don't Give Them Any Honor!
- What Do They All Have in Common?
- Active Shooters Have a Few Things in Common
- Don't Give Them Any Honor!

## ▶ **Module Three - What We Know About Active Shooters**

- Extreme Violence
- Environmental Awareness
- Risk Factors to Violence
- Strategies to Mitigate Risk of Violence
- What We Know About Active Shooters

## ▶ **Module Four - Vigilance for Violence**

- Vigilance for Violence
- Hypervigilance
- The Five Senses Warn Us of Danger & Keep Us Safe
- Do You Know the Sound of a Gunshot?
- Trust Your Intuition
- Stop | Look | Listen

## ▶ **Module Five - Who Commits Violence**

- Characteristics of Individuals Who Commit Violence
- Don't Be Easy Prey | Don't Be a Victim of Violence!
- Active Shooter Characteristics
- Active Shooters Are Motivated By
- Predictions of Violence
- Recognizing Early Warning Signs of Violence
- Pre-Incident Reporting

## ▶ **Module Six - YOU Have the Right to Defend Yourself!**

- Self-Defense
- Types of Assault
- Lawful Use of Defense
- Use of Force
- Dangerous & Deadly Weapons
- Levels of Force & Defense

## ▶ **Module Seven - The Stress Continuum**

- The Stress Continuum
- Stress + Fear = Fight | Flight | Freeze
- Stress
- Fear
- Fight | Flight | Freeze
- Putting the Brakes on the Fight | Flight | Freeze Response
- Post-Incident Stress Debriefing for Violence
- Critical Incident Stress Debriefing for an Active Shooter Incident

## ▶ **Module Eight - Escape | Escape | Escape**

- Escape Planning
- Rules for Surviving an Active Shooter
- Rule #1
- Escape (Run) if Safe to Do So!
- Environmental Awareness
- Developing Escape Plans

## ▶ **Module Nine - Hide, Call, & Lock-Barricade**

- Hide & Cover in Place if You Cannot Escape
- Rules for Surviving an Active Shooter
- Alert (911) Authorities | Police, Armed Security
- Provide 911 Operators, Law Enforcement With:
- Lock Doors in Your Immediate Area
- What if Your Doors Don't Lock?
- Place Barriers & Remain Quiet
- Healthcare Barricade Procedures & Guidelines
- Steps for Remaining in a "HOT" Zone During an Active Shooter Event
- Facility Lockdown | Healthcare Agencies & Corporations

## ▶ **Module Ten - Attack the Attacker**

- Last Resort!
- Rules for Surviving an Active Shooter
- If Escape is Not Possible & Danger is Imminent, Attack | Fight the Attacker
- Duck & Cover?
- Attack | Fight the Attacker
- Attack | Fight the Attacker With Improvised Weapons
- Strike | Attack High Risk Target Areas
- Mental Movies | Impressing the Unconscious Mind

## ▶ **Module Eleven - Law Enforcement, Post-Incident Response & Documentation**

- Law Enforcement's Response
- Law Enforcement's Immediate Priority
- Police/Armed Security Entry Teams
- Police/Armed Security Arrival
- Go to a Safe Location
- Post-Incident Documentation
- Risk Management for Liability Mitigation
- Elements of Reporting Self-Defense or Force

## ▶ **Module Twelve - Stop the Bleed**

- Stop the Bleed Campaign
- How to Stop the Bleed | Call 911
- Ensure Your Safety
- Look for Life-Threatening Bleeding
- Compress & Control
- Tourniquets

## ▶ **Module Thirteen - Honoring the Victims & Heroes**

- Victims & Heroes
- Civilian Interveners
- Police | On & Off Duty
- EMS | FIRE | Healthcare Personnel
- Trainers | Teachers
- State & Federal Organizations
- YOU, for Being Willing to Act & Help Others

## ▶ **Escape Strategies & Drills**

- Rule #1 Escape (Run) If Safe to Do So
- Plan A, B, & C
- Know Your House!
- Alternate Escape Routes
- Safe Place
- Practice Session

## ▶ **Hide & Cover Strategies & Drills**

- Rule #2 Hide & Cover
- Plan A, B, & C
- Know your House
- Doors & Door Lock Awareness
- Concealment vs. Cover
- Bullet Penetration
- Practice Session

## ▶ Alert (911) Strategies & Drills

- Rule #3 Call/Alert 911, Police, Authorities
- WWWWWH
- Know Your Phones
- Practice Session

## ▶ Lock Doors/Barricade Strategies & Drills

- Rule #4 Lock Doors
- Rule #5 Barricade
- Chairs, Tables, & More
- Door Swing
- Placement in Room
- Practice Session

## ▶ Attack the Attacker Strategies & Drills

- Rule #6 Attack (Last Resort)
- Mind Set
- Swarm
- Weapons & Improvised Weapons
- High Risk Target Areas
- Practice Session



## › Stop the Bleed Strategies & Drills

- First Aid Kits
- Ensure Your Safety
- Look for Life-Threatening Bleeding
- Compress & Control
- Using a Tourniquet
- Practice Session

## › Active Shooter Simulation Drills

- SPECIAL NOTICE
- Active Shooter Simulation Drill Objectives
- **AVADE<sup>®</sup> Active Shooter** Simulation Drill Overview
- Pre-Event active Shooter Survey
- Hold Harmless Agreement | Simulation Drill Release Form
- Active Shooter Simulation Drill Safety Rules
- Defined Staff Roles for Active Shooter Simulation Drill

## › AVADE<sup>®</sup> Active Shooter Instructor Qualifications

- Once Certified, the Instructor Shall Provide Training in the **AVADE<sup>®</sup> Active Shooter** Training Program to Individuals in YOUR Agency Only.
- Each Person Trained by the Certified **AVADE<sup>®</sup> Active Shooter** Instructor Must Receive an **AVADE<sup>®</sup> Active Shooter** Student Guide for Initial Certification and Every Two Years Thereafter. The **AVADE<sup>®</sup> Active Shooter** Instructor is Responsible for Purchasing the Student Guides From Personal Safety Training Inc. *\*Copying of the Guides is Strictly Prohibited by Copyright Laws.*
- Instructor Must Pass the Thirty Five Question Written Exam with an 85% or Better.
- Instructor Must Pass a Trainers Presentation With an Acceptable Rating.
- Instructor Must Pass Skills Test With an Acceptable Rating.
- Instructor Must Adhere to All Requirements and Guidelines Set Forth in this Instructors Manual.
- Recertification as an Instructor is Required Every Three Years.