**Active Shooter Event Sample/Skeleton Policy**

Our Organization places the highest priority on the preservation of the lives of our employees and customers. If an active shooter event should occur, our employees shall use the “avoid, deny, defend” model.

If it is safe for them to do so, employees should exit the facility immediately to **AVOID** the shooter(s).

If employees are unable to exit the facility safely, they should lock themselves in their current location and barricade the door to **DENY** the shooter(s) access.

In the event that employees are unable to utilize the **AVOID** and **DENY** strategies successfully, they should **DEFEND** themselves using whatever means are available.

Regardless of the option(s) utilized, employees shall call emergency services (911) as soon as it is safe to do so. (Remember, the more information given the safer the outcome can be)

In the event of an active shooter incident, all employees will be required to undergo mandatory mental health counseling.

Source policy: Active Shooter Events and Response J. Pete Blair. Terry Nichols

David Burns John R. Curnutt CRC Press

One very important point to include should address License To Carry (LTC) holders. If your company policy allows for LTC on site, it is extremely important to have in policy that **AT NO TIME** does an LTC go “hunting” or actively seeking the shooter. This can put the employee at serious risk of injury of death upon Law Enforcement arrival. LTC should be utilized in the **DEFEND** phase of the event. One exception would be that if the shooting starts while an LTC is present.