Active Threat Response Options for Staff

**Run** or **Hide** or **Fight**

**Run/Evade** when location of assailant is known and a safe escape is likely.
- Leave campus and head to reunification site if possible.
- Leave items behind that may slow down the escape process.
- Tell others you see to “run” away from the danger.
- When law enforcement arrives, DO NOT rush toward them or grab them.
- Keep your hands visible as you run.
- The officers are focused on locating the threat.
- If asked by law enforcement, provide information about the threat.
- Do not stop running until you feel safe.
- Call 911 when it is safe to do so.

**The teacher and students should**

**Hide/Lockdown** when:
- The location of the threat is **not** known.
- When the escape route will unnecessarily expose them to the threat.
- When they are physically unable to escape (eg: special needs, very young, injured).
- Make sure door is locked, cover the door window and begin barricading if you can.
- Draw shades and turn out lights.
- Get yourself and students out of sight; get into "Hard Corners," a bathroom, or a storage room.
- Think about a plan for escape should the opportunity present itself.
- Once you are hiding, you should not open the door for anyone, when the facility is safe, law enforcement or administration will open your door and clear you out.

**If you are hiding in a locked room, you are in a very safe place.**
In the unlikely event that the assailant gains access to the room:
- Use distractions: Yell, scream, move quickly.
- Throw Objects.
- Swarm the attacker: Pile as much body weight as possible on top of him.
- If the weapon comes loose, someone in the room should secure it by placing a trash can on top of it and sitting on the trash can.
- Do not pick up the weapon, as responding police may believe that you are a threat.
- Call 911 when it is safe to do so.

*Fighting/Resisting is a last resort and there is a fear of loss of life or serious injury and you cannot escape.*