



Facilitator Training
2017

Agenda

Exercise Purpose and Goals

Procedures for Responding to Violence

Exercise Specifics and Scenarios

Facilitator Tips

Q&A

Goals

Prepare as many people as possible

Physically practice/assess exit routes or shelter procedures

Allow individuals to mentally rehearse their response in their own work area

Identify gaps

Alleviate anxiety, prepare, and create a sense of community resiliency

The Brain in Crisis

The Amygdala Hijack



3 Situations

1. Immediate Threat
2. Lockdown Alert
3. Threatening Individual

Situation 1 -Procedures

If you are in immediate danger decide what your best course of action would be



Immediate Threat Procedures

- Know your 2 closest exits
- Identify places that could be used to hide
 - Consider cover vs. concealment
- Leave everything behind
- Follow instructions by law enforcement
- Keep your hands visible to police



Situation 2 -Lockdown Procedures

You've received a Caltech Alert to Lock Down

“There is an active threat of violence on campus. The campus is in Lockdown. Seek shelter and lock or barricade doors. Take immediate action to protect yourself. If you are off-campus, remain off-campus. Police have responded. Updated information will follow.”

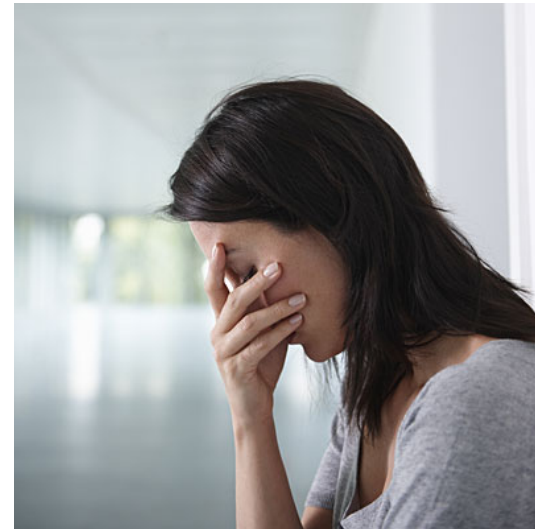
Lockdown Procedures

- Seek Shelter indoors
- Close and lock doors
- Turn off lights and close blinds
- Stay away from windows
- Remain inside until 'All Clear' is given
- Remain Alert



Baseline/Change

- Verbal cues
- Dress/insignia cues
- Social media messages
- Grooming
- Behavioral signs
- Interpersonal indicators



Tabletop Format



A facilitated discussion that begins with a brief emergency scenario designed to elicit constructive conversation

Discussion based however participants can be asked to also physically practice exit routes and shelter in place procedures

Supervisors act as facilitators

Step by Step

In advance of the exercise

- Decide when & where
- Notify staff
- prepare yourself with exercise resources and training and handout

Day of

- 30-60 minutes discussing the scenario(s) and walking through responses
- Encourage Individual Action Plans
- Debrief your staff & complete evaluation

After

- Attend facilitator debrief or complete online

Scenarios

ACTIVE SHOOTER SCENARIO

It's business as usual in your work area. Suddenly gunshots are heard coming from _____ (fill in the blank). You hear commotion over by _____ (Customize the location and movement of the assailant further so that individuals can assess if they'd be able to escape or would elect to shelter).

QUESTIONS:

- a. Initial Actions
- b. Questions or concerns about their ability to respond

Additional Scenarios

ARMED ASSAILANT ON CAMPUS - LOCKDOWN SCENARIO

It's business as usual in your work area. You and your colleagues have just received a cell phone alert stating "Armed intruder spotted by Chandler. Person now moving through campus. Lockdown until further notice."

Questions:

- a. What initial actions would individuals take?
- b. Have participants elaborate on why they chose their course of action

Additional Scenarios

THREATENING BEHAVIOR IN YOUR WORK AREA SCENARIO

A colleague in your Department has grown increasingly agitated over the last few weeks. In meetings he/she are disrespectful and argumentative. This morning he/she kicked a trash can and is now sitting in the break room muttering.

Questions:

- a. What initial actions would individuals take? Ask individuals to be specific about their actions.
- b. What resources would people contact to help manage the situation?

Facilitator Skills

Interpretations

Validate concerns

Know your own response to the scenario

Allow participants to make discoveries

Thank you!



Questions?