



Response Following an Active Shooter Incident or Mass Killing

A Guideline for Affiliates

Date August 23, 2016



Objectives

To prepare you to respond following an active shooter incident or mass killing by:

- Defining the distinguishing characteristics of Active Shooter incidents or Mass Killings
- Securing information regarding the response and identifying the response population
- Assessing your personal psychological and practical readiness
- Initiating the response and conducting the onsite intervention
- Discussing appropriate self-care following the response

*Defining the Distinguishing Characteristics of
Active Shooter incidents or Mass Killings*



Definitions

An active shooter or mass killer

- Is an individual or group of individuals
- Has an intent to cause serious bodily harm and/or death to individuals in populated areas
- Is efficient and targeted with goals of punishment, oppression, coercion
- May or may not have a relationship with the victims
- May view notoriety as a primary or secondary gain

Definitions

An active shooter incident or mass killing

- Any incident in which a weapon or weapons are used to kill or injure multiple individuals and bystanders.

History of Active Shooter/Mass Killing Events in America

200 mass killings in the United States between 2003 and 2013

280 mass shootings in 2014

330 mass shootings in 2015

75 mass shootings as of April 21, 2016

History of Active Shooter/Mass Killing Events in America

2015	Dead	Injured	Type
12/02/15 -San Bernardino, CA	14	21	Workplace/ Terror
11/29/15-Colorado Springs, CO	3	9	Ideological
10/01/15-Roseburg, OR	9	9	Supremacy
07/16/15-Chattanooga, TN	5	3	Workplace/ Military
06/17/15-Charleston, NC	9	0	Racial Supremacy
Total	40	42	

History of Active Shooter/Mass Killing Events in America

2016	Dead	Injured	Type
01/06-Lakeland, FL	3	1	Drug
01/27-Chesapeake, VA	6	0	Family
01/30-Glendale, AZ	3	5	Party
02/20-Kalamazoo, MI	6	2	Random
02/25-Hesston, KS	4	14	Workplace
02/26-Belfair, WA	5	5	Family
03/07-Kansas City, KS	5	0	Neighbors
Total	32	27	

Distinguishing Characteristics of an Active Shooter Incident

- Perpetrated by a person or group against a group of people who may be directly or indirectly associated
- May be random or sporadic or motivated by a personal grievance
- Viewed as preventable
- Induces feelings of guilt, futility, and hopelessness

*Securing Information Regarding the Response
and Identifying the Response Population*



Securing Information About the Response

Who?

What?

Where?

When?

Identifying the Levels of Exposure

- Who was impacted
- Were they impacted directly
- If not, what was the level of impact/exposure

*Assessing Your Personal and
Practical Readiness*



Personal Preparation



- Preferences
- Health considerations
- Familial demands
- Work impact

Practical Preparation

- Travel demands
- Time demands
- Environmental considerations



*Initiating the Response and Conducting
the Onsite Intervention*



Initiating the Response

Begins with the first phone call to the point of contact (POC)

- Determine how your POC is or is not impacted
- Inquire about your POC's specific needs and provide support
- Confirm that the information received about the incident and your audience is accurate
- Inquire if there is a need for management intervention

Initiating the Response

- Inquire about any unusual or specific needs
- Confirm specifics about the response environment (onsite, off site, perceived continued level of risk)
- Clarify requested services

Conducting the Onsite Intervention

- Acknowledge POC's special needs and observe POC's behavior
- Ensure that established "groups" are consistent with level of impact and have not been compromised.
- Offer psychological first aid and reflective listening
- Offer education related acute stress and post traumatic stress disorder

Conducting the Onsite Intervention

Educate employees re appropriate self-care following an active shooting incident or mass killing:

- Limit news exposure
- Reach out to family and friends
- Maintain your daily routine
- Engage in activities that restore a sense of pleasure and peace

*Discussing Appropriate Self-care Following
the Response*



Self-care Following the Response

Compassion fatigue has also been referred to as:

- Secondary trauma
- Burnout
- Vicarious trauma

Self-care Following the Response



“Compassion Fatigue is a state experienced by those helping people or animals in distress; it is an extreme state of tension and preoccupation with the suffering of those being helped to the degree that it can create a secondary traumatic stress for the helper.” - Charles Figley

Self-care Following the Response

Signs of compassion fatigue include:

- Hypervigilance
- Sleep issues
- Anxiety
- Loss of interest
- Shutting down
- Avoidance

Self-care Following the Response

Awareness

Interventions

Connections



“So how do you sit with a shattered soul? Gently, with gracious and deep respect. Patiently, for time stands still for the shattered, and the momentum of healing will be slow at first. With the tender strength that comes from an openness to your own deepest wounding, and to your own deepest healing. Firmly, never wavering in the utmost conviction that evil is powerful, but there is a good that is more powerful still.



Stay connected to the goodness with all of your being....Give freely. Take in abundantly. Find your safety, your refuge, and go there as you need. Hear what you can, and be honest about the rest; be honest at all cost. Words won't always come; sometimes there are no words in the face of such tragic evil. But in your willingness to be with them, they will hear you; from soul to soul they will hear that for which there are no words." -Steele, 1989

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