

Hostage Situation Barricaded Person Active Shooter

Policy

1.0 PURPOSE

1.1 The objectives of University Security and Safety and the appropriate law enforcement agencies in dealing with incidents of hostage situations, barricaded persons and active shooter are to:

- i) Secure safe release of any hostages involved.
- ii) Minimize risk to the university community and police personnel.
- iii) Apprehend offender(s) with the amount of force that is reasonable given the circumstances.
- iv) Secure available evidence to assist in the appropriate disposition of the offender(s).

2.0 SCOPE

2.1 The following procedure is presented as a guideline that personnel should use when confronted with a confirmed hostage, barricaded person, or active shooter situation. It is based on the premise that safety is paramount and application of force is to be considered as the last alternative within a range of reasonable solutions.

2.2 It is impossible to set forth the exact procedures personnel should follow in every situation. It is, however, expected that they will exercise their best judgment in applying these guidelines to specific cases.

2.3 The University will develop a communication strategy that will enable the university community to be informed of an incident occurring on campus within this policy, in a timely manner.

2.4 The policy is intended to integrate with the University of New Brunswick Critical Incident Plan.

2.5 The policy has been reviewed by law enforcement officials from both the Fredericton City Police and Saint John Police departments.

3.0 DEFINITIONS

3.1 Hostage Situation: An incident in which one or more persons take and unlawfully hold other persons against their will with the use or threatened use of force. The offender(s) may subsequently make demands to secure freedom or

other items using the hostage(s) as a bargaining tool. Generally the location of the hostage(s) and offender(s) will be known.

3.2 Barricaded Person: An incident in which one or more persons take refuge at a location and either use or threaten use of force to repel attempts to apprehend them. The person may subsequently make demands to secure freedom or other items. Generally this situation differs from a hostage situation only in that a hostage has not been taken.

3.3 Active Shooter: An incident in which one or more person(s) threatens to inflict death or grievous bodily harm, or inflicts death or grievous bodily harm, on one or more victims, in a single or multiple consecutive acts, by means of firearm(s) or other deadly weapons. These incidents generally occur at a targeted physical location against random victims. It may include use of explosive devices by the offender(s).

3.4 Rapid Response: Training in tactics and techniques related to police officers responding to life threatening situations (typically active shooter) prior to arrival of specialized emergency response teams. The purpose of rapid response is to allow a more immediate police response to containment or termination of continued life threatening actions by offenders.

3.5 Rapid Response Team: Formation of police officers trained in rapid response tactics into three to five member response teams. Each team is ideally composed with one supervisor, one carbine, one shotgun and the remainder with semi-automatic pistols. The purpose of the team is to contain or terminate continued life threatening actions by offenders.

3.6 Rescue Team: Formation of police officers trained in rapid response tactics into three to five member rescue teams. The purpose of the team is to enter areas cleared by response teams to aid in evacuation of bystanders and allow for medical treatment of injured persons.

4.0 ACTIONS OF UNIVERSITY SECURITY PERSONNEL

4.1 Obtain concise information regarding the location, number of offenders, weapons involved, injuries, and number of hostages.

4.2 Notify the Director of Security and Traffic UNBF or the Manager of Environmental Health, Safety and Security UNBSJ or their designates and implement the appropriate emergency response.

4.3 Dispatch all security personnel available to establish a perimeter until city police arrive on scene, keeping in mind personal safety of all, including security personnel.

4.4 Assistance from Physical Plant/Facilities management personnel may be required in a supporting role, such as assisting in establishing and maintaining a perimeter, setting up barricades, and managing the provision of utility and other services.

4.5 Notify local Police Communications Center that a confirmed hostage, barricaded subject, or active shooter incident has occurred and provide concise information regarding the location, number of offender(s), type(s) of weapon(s) involved, injuries, location of University security personnel and location of any staging area or command center, if established. Provide a location for staging of responding emergency personnel (police, fire, paramedic, etc.). Provide initial locations where perimeter control is needed, if known.

4.6 If a call is received from a hostage taker/barricaded person before police arrive, do not engage in any negotiations. Attempt to obtain a method for contacting the hostage taker/barricaded person (telephone number) which can be used by responding hostage negotiators.

4.7 Make the following notifications as time permits:

- i) Vice-President Fredericton (Academic)
- ii) Vice-President Saint John
- iii) Communications and Marketing
- iv) Student Affairs and Services UNBF
- v) Student Services UNBSJ
- vi) Associate VP Human Resources & Organizational Development
- vii) The Faculty Dean or Director of the building directly affected

5.0 DIRECTOR OF SECURITY & TRAFFIC UNBF or MANAGER ENVIRONMENTAL HEALTH, SAFETY & SECURITY UNBSJ

5.1 In concert with police, establish an inner perimeter, evacuate the area if possible, identify a staging area for responding emergency personnel, and establish a command center.

5.2 Identify a location for evacuees to assemble.

5.3 Coordinate university security personnel response with the official law enforcement on-scene commander.

5.4 In concert with police, secure the scene of any post incident situation to preserve evidence integrity.

5.5 Serve as liaison between the police and university administration.

6.0 POLICE OFFICER RESPONSIBILITY – ACTIVE SHOOTER

6.1 The law enforcement agency responding to an active shooter situation has established procedures to follow in eliminating the threat. Their objective is to stop the active shooter before he can take the life of any other victims. See appendix “A” attached for further information on Active Shooter Situations.

ACTIVE SHOOTER SITUATIONS

Appendix "A"

1. An active shooter situation or other continuing use of deadly force even after the arrival of the police on the scene requires a more immediate police response than conventional barricade or hostage situations. In active shooter situations, the likelihood of additional innocent persons being killed is very great if police action is not taken rapidly. Such perpetrators rarely include an escape in their plans and are prepared to commit suicide either by law enforcement action or their own hand. Active shooter situations may include incidents occurring within a facility or in open public areas, including sniper incidents.
2. The need for rapid response to an active shooter will generally preclude the option of requesting and waiting for the arrival of specialized police tactical units. Police department patrol units are expected to take immediate and forceful action to neutralize active shooters and rescue victims, unless the circumstances preclude any reasonable attempt.
3. The first responding police officer must acquire available information from university security personnel, witnesses, the communications center, and his/her own observations. The initial officer reports that information to the responding shift commander (or higher ranking command officer) that assumes the in charge (I/C) role upon arrival. The I/C will evaluate the information in order to determine if an actual active shooter situation is occurring.
4. If the I/C determines that an active shooter situation is in progress and that the circumstances will permit immediate intervention by police personnel, an active shooter response will be initiated. The I/C will form a contact team and equip it with protective helmets and body armor and the contact team will be deployed to locate, isolate, and neutralize the shooter. The I/C will also request clearance to activate the emergency response team.
5. As additional police personnel become available, the I/C will form rescue teams to deploy into the facility or other affected areas to conduct detailed searches for the suspect(s) and to rescue/evacuate victims. If sufficient personnel are not available for this mission, it will be assigned to the emergency response team upon its arrival.
6. If at any point after the commitment of the team(s) the situation evolves into a conventional barricade or hostage situation, the police contact team will contain and isolate the actor(s) and the operational tactics will revert to this type of incident.

7. In addition to the immediate police tactical operations described above, the I/C in an active shooter incident will perform the following functions:
 - a) establish an Incident Command Post
 - b) organize response functions and chain of command under the I/C
 - c) establish communications with all operating units
 - d) establish a unified command structure
 - e) develop and execute a flexible incident action plan
 - f) request other needed units and resources
8. The I/C will liaison with the Director of Security and Traffic UNBF or the Manager of Environmental Health, Safety and Security UNBSJ or their designates throughout the incident.
9. The Director of Security and Traffic UNBF or the Manager Environmental Health, Safety & Security UNBSJ or their designates will keep university administration informed as the incident unfolds via the communication strategy established.