

Extreme emotional stress or crisis may cause individuals to engage in a random or systematic attack or killing spree, using explosives, firearms, or other weapons or extreme forms of violence.

How quickly you recognise an armed intruder/active killer threat or situation could save lives or prevent harm to yourself and others. These guidelines will help you react appropriately to an event involving an armed intruder/active killer and recognise warning signs of violence.

Warning signs, recognition clues

There may be warning signs that an individual may be inclined toward violence. Recognising them in time may prevent a violent act from occurring or help mitigate harm to victims. Warning signs to look out for include:

- Announcing threats or plans for hurting others
- Suspicious behaviour (acting with resolution and determination)
- Carrying suspicious objects (backpacks, bags, etc.)
- Wearing suspicious clothing (combat boots, camouflage)
- Carrying a weapon

Clues to determine if an act of violence is in progress or has occurred include:

- Suspicious noises (gunshots, slamming doors, screams, cries for help)
- Suspicious objects (bags, cartridge cases, explosive devices)
- Seeing armed individuals
- People panicking
- People in shock states
- Seeing wounded or dead people

Action guidelines

Armed intruder/active killer situations are unpredictable and evolve quickly. This is why this information sheet can offer general action guidelines only. They are designed to help mitigate harm to victims and take control of the situation as quickly as possible.

The following strategies might help you cope with the extreme emotional stress you will experience in an armed intruder/active killer situation:

- Try to shake off your initial shock and disorientation (ask others if they noticed the same thing, carefully listen for noises, etc.).
- Develop the mindset that you have what it takes to survive. Remain calm - this can have a contagious effect on others.
- If you are directly faced with the intruder/killer and no other option is available to you, try to get the mental upper hand of the situation (act fearlessly, commit to your actions, address intruder/killer by his/her name, do NOT ask intruder/killer to put weapon down straight away).

If confronted with an armed intruder/active killer situation, always follow the emergency procedures outlined below:

- Always act to protect your personal safety, do NOT be a hero, do NOT put yourself in danger (close and lock doors, stay away from doors, seek cover, do NOT use too-slow or unsafe escape routes).
- Notify the Head of your Department, Institute, Chair, etc. as soon as possible.
- Call the police as soon as possible.

- Gather information to communicate to the police (stay on the phone or be available for the police to call you back).
- Be available to assist emergency responders.
- Render first aid.
- Follow ALL police instructions.

General safety instructions

- ❖ Find out who your in-house contact for reporting safety incidents is.
- ❖ Find out who your Health and Safety Officer is.
- ❖ Familiarise yourself with the locations of fire extinguishers near your work area.
- ❖ Know the quickest escape routes.
- ❖ Regularly attend in-house health and safety briefings.

Do NOT be a hero! Do NOT put yourself in danger!

Source: Richtlinie zum vorbeugenden Behördenselbstschutz (Guidelines on Self-Protection for Public Authorities, RBehS), Bulletin of the Bavarian State Government dated 16 September 2004 (B III 2-04155-1-8)