

Active Assailant

WHY THIS MATTERS

Workplace violence is the third-leading cause of fatal occupational injuries in the U.S. In 2023, 458 workers were murdered on the job (BLS). The FBI designated 48 active shooter incidents that year alone, and roughly 80% of active assailant events occur in workplace settings. These incidents unfold in minutes. Knowing the RUN-HIDE-FIGHT protocol before an emergency can save your life and your coworkers' lives.

458

Workplace homicides in 2023 (BLS)

48

FBI-designated active shooter incidents in 2023

80%

Of active assailant events occur at workplaces (FBI)

RUN — HIDE — FIGHT

Follow these steps in order when an active assailant event occurs:

- 1 RUN — EVACUATE IF POSSIBLE**
Leave belongings behind. Help others escape if safe. Do not use elevators. Call 911 when safe.
- 2 HIDE — IF YOU CANNOT RUN**
Lock and barricade the door. Turn off lights. Silence your phone. Stay out of the attacker's view.
- 3 FIGHT — LAST RESORT ONLY**
Only if your life is in immediate danger. Use anything as a weapon. Act with aggression. Commit fully.
- 4 KNOW YOUR EXITS — ALWAYS**
Identify at least two exits in every room you enter. Plan your escape route before you need it.
- 5 COOPERATE WITH FIRST RESPONDERS**
Hands visible, follow all commands, do not grab officers. Point them to the threat.

Before You Start — Quick Checklist

- Do you know at least two exits from your area?
- Do you know how to barricade your workspace door?
- Do you know the company emergency notification system?
- Is 911 saved and accessible on your phone?
- Has your team practiced an evacuation drill recently?
- Do you know how to interact with arriving officers?

What You Need to Know

RUN Details: Have an escape route in mind. Leave belongings. Evacuate whether others agree or not.

HIDE Details: Lock the door, blockade with furniture, hide behind solid objects. Stay silent and still.

FIGHT Details: Commit 100%. Throw objects, use fire extinguishers, chairs — anything to disrupt the attacker.

Warning Signs: Threats, erratic behavior, fascination with violence, grudges — report concerns to management.

When Police Arrive: Keep hands visible and empty. Follow commands. Do not point or yell. Stay calm.

After the Event: Do not leave until cleared by law enforcement. Seek medical help and psychological support.

Common Mistakes That Cost Lives

- ✗ Freezing instead of acting — every second counts, force yourself to move
- ✗ Going back for belongings — your phone, bag and keys are not worth your life
- ✗ Hiding without barricading — a locked door alone is not enough, pile furniture against it
- ✗ Not silencing your phone — a ringtone reveals your hiding location

Safety Tips to Remember

- ✓ Always know two exits in every room — make it a habit, not an afterthought
- ✓ If you hear gunfire, do not investigate — RUN away from the sound immediately
- ✓ Call 911 only when you are safe — give location, number of attackers, description
- ✓ Report warning signs early — threats, unusual behavior, talk of violence. See something, say something

Discussion Questions for Your Team

1. Can you name two exits from your current workspace right now?
2. What would you use to barricade your door in an emergency?
3. Do you know who to report threatening behavior to at our company?
4. Has anyone participated in an active assailant drill? What did you learn?
5. What is our company's emergency notification system?

TOOLBOX TALK SIGN-OFF

Date: _____

Supervisor: _____

Project: _____

Location: _____

Attendance sheet attached: [] Yes