



A.L.I.C.E

Alert, Lockdown, Inform, Counter, Evacuate

Profile of an active shooter

- An active shooter is an individual actively engaged in killing or attempting to kill people in a confined and populated area. In most cases active shooters use firearms and there is no pattern or method to their selection of victims.
- Active shooter situations are unpredictable and evolve quickly. Typically the immediate deployment of Law Enforcement is required to stop the shooting and mitigate the harm to victims.
- Active shooter situations are often under ten minutes long. Law Enforcement response could be up to or more than ten minutes, so individuals must prepare both mentally and physically for what to do in an active shooter situation.

This is not a training for A.L.I.C.E. It is just a guide for all to consider.

Good practices for coping with an active shooter situation

- Critical that students listen to their teacher for direction.
- Be aware of your environment and any possible dangers.
- Take note of the two nearest exits in any facility you visit.
- When in a classroom take note of all the doors and windows that could be used to escape. If leaving the area is not possible, then scan the classroom to see what needs to be secured or barricaded.
- As a ***LAST*** resort, attempt to take the active shooter down. When the shooter is at close range, and you cannot flee, your chance of survival is much greater if you try to incapacitate him/her.



HOW TO RESPOND WHEN AN ACTIVE SHOOTER IS IN YOUR VICINITY

Quickly determine the most reasonable way to protect your own life. Remember that students are likely to follow the lead of their teachers during an active shooter situation.

EVACUATE

1. If there is an accessible escape path, attempt to evacuate the premises.
2. Have an escape route and plan in mind
3. Evacuate regardless of whether others agree to follow
4. Leave your belongings behind
5. Put away your cell phone
6. Help others escape, if possible
7. Prevent individuals from entering an area where the active shooter may be
8. Keep your hands visible - do **not** carry your cell phone in your hands
9. Follow the instructions of any police officers
10. Do not attempt to move wounded people

HIDE OUT

If evacuation is not possible, find a place to hide where the active shooter is less likely to find you.

Your hiding place should:

- Be out of the active shooter's view
- Provide protection if shots are fired in your direction (i.e., a classroom with a closed and locked door)
- Not trap you or restrict your options for movement

To prevent an active shooter from entering your hiding place:

- Lock the door
- Blockade the door with heavy furniture

If the active shooter is nearby:

- Lock the door
- Silence your cell phone
- Turn off any source of noise (i.e., radios, televisions)
- Hide behind large items (i.e., cabinets, desks)
- Remain quiet

If evacuation and hiding out are not possible:

- Remain calm
- Dial 911, if possible, to alert police to the active shooter's location
- If you cannot speak, leave the line open and allow the dispatcher to listen

COUNTER

Take action against the active shooter

As a **LAST** resort, and only when your life is in imminent danger, attempt to disrupt and/or incapacitate the active shooter by:

- Acting as aggressively as possible against him/her
- Throwing items and improvising weapons
- Yelling
- Committing to your actions
- Do **not** pick up their weapon



Haverhill Public Schools

Acknowledgement of Receipt

This acknowledgement must be signed, detached and returned to the Human Resources Department prior to employment.

I, _____, an employee/applicant of the Haverhill Public School District, hereby certify that I have received a copy of the basic A.L.I.C.E. information for my review. I understand that I will be receiving a link via email within the next 21 days to complete the mandatory A.L.I.C.E. on line training.

The certificate received at the end of the training will be printed and forwarded to the Human Resource Department.

Please send my link to my personal email: _____

P L E A S E P R I N T

Employee Signature

Date