



NFPA 3000TM (PS)

**Standard for an Active
Shooter/Hostile Event
Response (ASHER) Program Toolkit**

2018

IS YOUR COMMUNITY READY TO COME TOGETHER AT A MINUTE'S NOTICE?



When the unthinkable occurs, it's imperative that everyone knows the role they have to play. **NFPA 3000™ (PS), Active Shooter/Hostile Event Response (ASHER) Program** is a provisional standard created to help communities develop an integrated program for planning for, responding to, and recovering from active shooter or hostile events. NFPA 3000™ (PS) is not a list of measures to take, but a set of guidelines with which any community can create a unified plan of response specific to their needs.

GETTING UNIFIED WITH NFPA 3000™ (PS)

STEP 1 ASSESS

Whether you're a first responder, facility manager, civic leader, or school administrator, the first step is to identify whether an integrated plan exists to deal with an active shooter or hostile event.

- Take the risk assessment we've created to analyze the strengths and weaknesses of your current plan, or lack of one, available at nfpa.org/nfpa3000-assessment.
- Share the results of the assessment among your community partners to raise awareness of shortcomings and propose the creation of an integrated program.

STEP 2 ALIGN

Begin developing your integrated program by assigning a project leader and bringing together all stakeholders relevant to the mission.

- Participating partners can include but are not limited to Law Enforcement, Fire, EMS, Emergency Management, Facility Management, Business Leaders, Community Leaders, and Education Leaders.

STEP 3 PLAN

Start creating a specific plan for the whole community using the completed risk assessment as a starting point.

- Purchase the standard and the (optional) online training course.
- The online training course includes additional tools, such as the Program Planning Checklist. Download a sample at nfpa.org/nfpa3000checklist.
- Use the standard to help identify gaps and resource needs.

STEP 4 EDUCATE

Once the plan is complete, the team begins to educate the community at large, assigning roles and responsibilities to police officers and firefighters, emergency services, teachers, doctors, nurses and anyone else who may be called on to play a crucial role in a hostile event.

- Ensure the best program is in place by training together, doing practice drills or exercises, evaluating the results, and revising the plan as needed.

Implementing NFPA 3000™ (PS) is a way for communities, their facilities, and responders to begin coming together to develop the relationships and trust that are essential to an integrated response. And given the stakes, the more unified we can act during a hostile event, the more potential we have for saving lives.



NFPA 3000™ (PS): STANDARD FOR AN ACTIVE SHOOTER/ HOSTILE EVENT RESPONSE (ASHER) PROGRAM

What You Need To Know About NFPA 3000™ (PS)

As more hostile events continue to occur, it is critical for law enforcement, first responders, emergency personnel, facility managers, hospital officials, community members, and others to have the information they need to be prepared when attacks happen. To address that need, NFPA® developed a new standard – NFPA 3000™ (PS), *Standard for an Active Shooter/ Hostile Event Response (ASHER) Program*.

The purpose of NFPA 3000™ (PS) is to identify the minimum program elements needed to organize, manage, and sustain an active shooter and/or hostile event response program and to reduce or eliminate the risks, effect, and impact on an organization or community affected by these events. The document addresses the following areas and others:

- **Planning**
 - Assessing risks
 - Developing community-wide programs
- **Responding**
 - Establishing competencies
 - Communicating to all stakeholders
- **Recovering**
 - Planning recovery efforts
 - Taking into account healthcare and mental health issues

4 Main Concepts

Every chapter is written with these 4 concepts in mind.

Whole Community

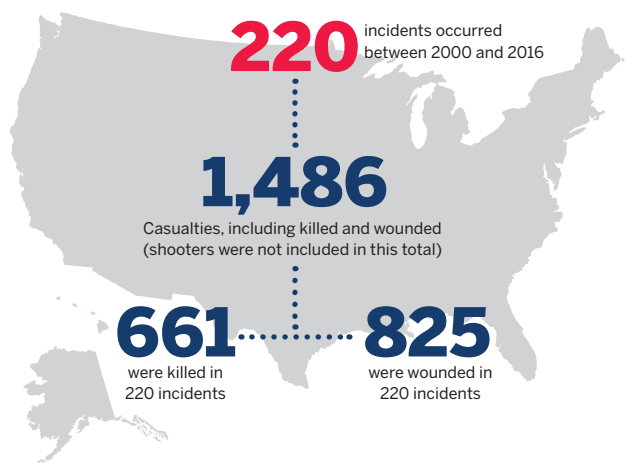
Unified Command

Integrated Response

Planned Recovery

By the Numbers

Active shooter events in the US: 2000–2016



Active Shooter/Hostile Event Response Program





NFPA 3000™ (PS): STANDARD FOR AN ACTIVE SHOOTER/ HOSTILE EVENT RESPONSE (ASHER) PROGRAM *CONTINUED*

What You Should Know



If you are a **policymaker**, you need to know how implementing NFPA 3000™ (PS) can help make your entire community safer. As a leader, you can influence all aspects of your community to put into practice the parts that are relevant and be the connection that brings everyone together.



If you are a **facility manager**, you need to be involved in the creation of an active shooter/ hostile event response plan, integrate the plan with your response community, and train all personnel on the plan.



If you are a **first responder** (law, fire, or EMS), you must work together across disciplines to have the needed knowledge and training to reduce harm.



If you are a member of the **public**, ask your local officials if they have an active shooter/ hostile event response program in place that is integrated with the entire community.

Who Worked on Developing NFPA 3000™ (PS)?

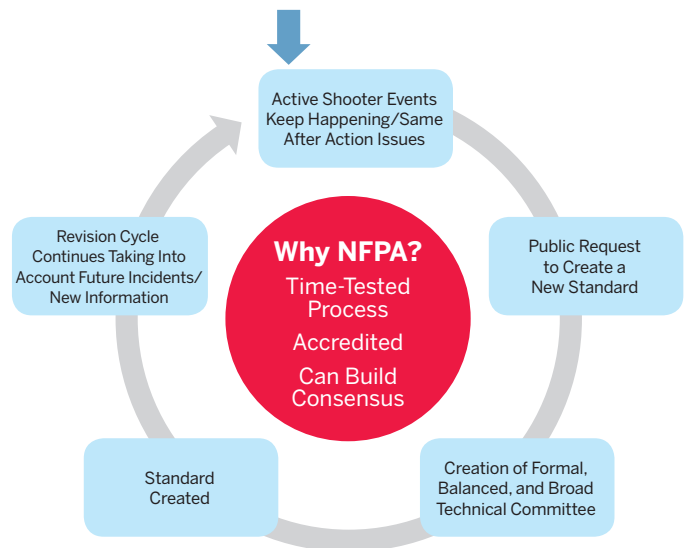
The standard was created with widespread support from fire service, law enforcement, EMS, emergency management, higher education, and facility management professionals. Committee members include representatives from 46 government agencies, organizations, and associations.

➔ **BECOME AN NFPA MEMBER**
FOR MORE OF THESE RESOURCES

Is NFPA 3000™ (PS) Only for the Fire Service?

No, NFPA 3000™ (PS) is for all safety planners, first responders, and policy makers. This includes fire, EMS, police, school superintendents, facility managers, building owners, safety officers, safety and security consultants, loss control/risk safety officers, risk managers, emergency services directors, and federal, state, city, and municipal government officials. All of these stakeholders need to be at the table and working together.

How was NFPA 3000™ (PS) Developed?



Next Steps You Can Take

- ✓ Learn more by going to www.nfpa.org/3000 where you can follow the standard's development process and sign up for updates.
- ✓ Identify and implement the components that are relevant in your community.
- ✓ Visit www.nfpa.org/3000news for access to all the resources you need to implement NFPA 3000™ (PS) in your community.
- ✓ Engage with our experts and your peers on NFPA Xchange™ at <https://community.nfpa.org/>.



IT'S A BIG WORLD.
LET'S PROTECT IT TOGETHER.™

This material contains some basic information about NFPA 3000™ (PS), *Standard for an Active Shooter/Hostile Event Response (ASHER) Program*. It identifies some of the requirements in NFPA 3000™ (PS) as of the date of publication. This material is not the official position of any NFPA Technical Committee on any referenced topic which is represented solely by the NFPA documents on such topic in their entirety. For free access to the complete and most current version of all NFPA documents, please go to www.nfpa.org/docinfo. References to "Related Regulations" are not intended to be a comprehensive list. The NFPA makes no warranty or guaranty of the completeness of the information in this material and disclaims liability for personal injury, property, and other damages of any nature whatsoever, from the use of or reliance on this information. In using this information, you should rely on your independent judgment and, when appropriate, consult a competent professional.

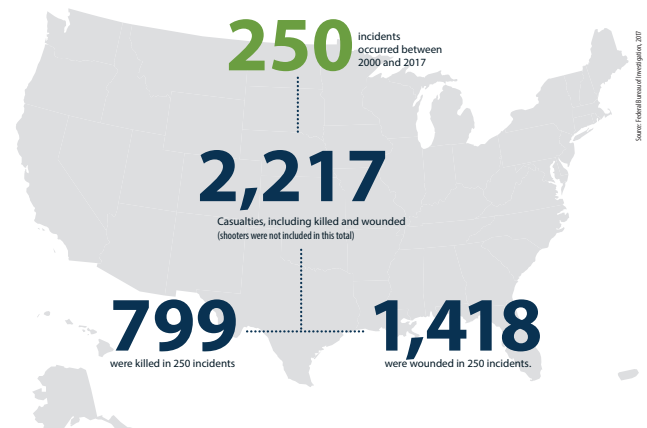


NFPA 3000™ (PS) READINESS ASSESSMENT

How prepared are you in the event of an active shooter incident?

Active shooter/hostile event incidents are not exclusive to big cities or to any particular area of the United States. These incidents are occurring all across the country. This map from www.fbi.gov shows the number of incidents from 2000-2017.

Are you adequately prepared to respond if such an event occurs on your community or organization? Take this brief assessment to help evaluate your readiness. Gauge your readiness level by answering Yes or No to the questions that follow.



Yes No

- Your community or organization is adequately committed to preparing for, responding to, and recovering from an active shooter/hostile event incident in a coordinated manner — not only internally but in partnership with other organizations.
- Individuals in your community have discussed and have planned for coordinated roles in the event of an incident.
- You know what is expected of you in your job role if an incident occurs.
- You have a planning team that integrates public and private partners in your community that creates active shooter/hostile event plans together.
- You participate in planning or training with organizations outside of your own.
- Based on your needs and risk assessments, you have adequate supplies and resources to meet the mission of preparing, responding, and recovering from an event.
- You have adequate financial resources to prepare for, respond to, and recover from an incident.

Yes No

- Your community (or organization) has conducted a risk assessment to evaluate relative risks for facilities or locations.
- You have an adequate communication plan for yourself, your community and your stakeholders that would allow you to stay in touch with your stakeholders and loved-ones in the event of an incident.
- You have planned with outside agencies and non-governmental partners for support in order to recover.

Next Steps You Can Take

- ✓ Visit www.nfpa.org/3000news for helpful materials and access to all the resources you need to implement NFPA 3000™ (PS) in your community or organization.
- ✓ Learn more by going to www.nfpa.org/3000 where you can follow the standard's development process and sign up for updates.
- ✓ Engage with our experts and your peers on NFPA Xchange™ at <https://community.nfpa.org/>.



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NFPA 3000™ (PS) ACTIVE SHOOTER / HOSTILE EVENT RESPONSE PROGRAM PLANNING SUMMARY CHECKLIST

ORGANIZATION INFORMATION

Name: _____ Date: _____

Position: _____

Community/Facility: _____

GOALS

This checklist helps guide the planning process for communities and facilities responsible for developing, managing, and sustaining an ASHER program by addressing emergency operations plans, standard operating procedures, and standard operating guidelines. The numbers that follow each item below refer to a specific section in NFPA 3000™ (PS), *Standard for an Active Shooter/Hostile Event Response (ASHER) Program*. Please use this checklist to help you get started. A more detailed checklist and other tools can be found in the NFPA 3000™ (PS) online training. For more information, visit www.nfpa.org/3000.

PLAN DEVELOPMENT (6.2)

Yes No

- Develop an ASHER plan organized in a logical framework based on resource capabilities and risk assessment. (6.2)
- Establish multi-agency and multidisciplinary relationships to develop plans, risk assessments, mutual aid agreements, and memoranda of understanding (MOUs). (6.2.1)
- Use formal management systems to ensure that plans are developed, maintained, updated, tested, and activated during the entire four-step process that follows: (6.2.2)
 - Needs or gap assessment
 - Implementation
 - Plan development
 - Evaluation
- Ensure the planning team performs a needs or gap assessment of resources necessary to meet the plan's mission. (6.2.3)

Yes No

- Ensure the plan is based on the results of a risk assessment and an analysis of ASHER program capabilities in relation to the risk. (6.2.4)
- Confirm that, at a minimum, the analysis includes the following: (6.2.4.1)
 - Review of minimum standards* for emergency responder competencies in Chapter 12, Law Enforcement, and Chapter 13, Fire and EMS
 - Analysis of current capabilities, including other plans and mutual aid of the authority having jurisdiction
 - Review of agreements already in place between agencies
 - Identification of gaps between applicable existing standards** and current capabilities
 - Development of capabilities required to bridge gaps
- Ensure plans address coordination between agencies, including the following: (6.2.5)
 - Resource management across all disciplines
 - Staffing
 - Integrated training
 - Health and medical issues (including behavioral and holistic health)
 - Financial responsibilities and management
 - Recovery and restoration
- Check that plans are flexible so they can be adjusted as circumstances and environments change and serve as a starting point for multi-agency multidisciplinary operations. (6.2.6)

* NFPA 3000™ (PS) provides the minimum requirements.

** Existing standards include, but are not limited to: NFPA 99, NFPA 101, NFPA 450, NFPA 451, NFPA 1500, NFPA 1521, NFPA 1581, NFPA 1600, NFPA 1616, NFPA 1620, NFPA 1700, NFPA 1710, and NFPA 1720. For more information on any of these standards, visit www.nfpa.org/docinfo.

NOTES:



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