

Active Threat



A disaster can happen at any time, but preparedness and prevention are two elements within our control. Being ready in the case of an active threat is a shared responsibility.

An active threat is considered present when a hostile actor using a weapon presents an imminent danger to the lives of WBD personnel, visitors, and guests. Presence of a weapon does not constitute an active threat.

An active threat incident typically involves an individual presenting an immediate threat or imminent danger to people by displaying a weapon, having made threats, and/or shown intent to cause harm or perform violence.

Knowing what to do before, during and after an active threat can help you and your community stay safe. [Ready.gov](#) recommends the following steps to prepare:

PREPARE BEFORE

- **Stay alert:** Always be aware of your environment and any possible dangers.
- **If you see something, say something:** to local authorities. That includes suspicious packages, people behaving strangely or someone using strange communications.
- **Observe warning signs:** Signs might include unusual or violent communications, substance abuse, expressed anger or intent to cause harm. These warning signs may increase over time.
- **Have an exit plan:** Identify exits and areas to hide wherever you go, including work, school and special events.
- **Learn lifesaving skills:** Take trainings such as [You Are the Help Until Help Arrives](#) and first aid to assist the wounded before help arrives.

STAY SAFE DURING

Run to Safety

- Seek safety. Getting away from the attacker is the top priority.
- Leave your belongings behind and get away.
- Call 9-1-1 when you are safe and describe the attacker, location, and weapons.

Cover and Hide

- Cover and hide if you can't evacuate. Find a place to hide out of view of the attacker and put a solid barrier between yourself and the threat if possible.
- Lock and block doors, close blinds and turn off lights.
- Keep silent.

Defend, Disrupt, Fight

- Fight only as a last resort. When you can't run or cover, attempt to disrupt the attack or disable the attacker.

Help the Wounded

- Take care of yourself first and then, if you are able, help the wounded get to safety and provide immediate care. Call 9-1-1 when it is safe for you to do so.

STAY SAFE AFTER

When Law Enforcement Arrives, remain calm and follow instructions:

- Keep hands visible and empty.
- Report to designated areas to provide information and get help.
- Follow law enforcement's instructions and evacuate in the direction they tell you to go. Listen to law enforcement for information about the situation. Share updates as you can with family and friends.
- Consider seeking professional help. Be mindful of your mental health. If needed, seek help for you and your family to cope with the trauma. WBD offers an Employee Assistance Program (EAP) and has resources to help.

ADDITIONAL RESOURCES

WBD is committed to providing a safe workplace. For employee specific resources and policies, please visit [Employee Connection](#).

WBD Company Resources:

WBD Employee (US): [EAP](#)

WBD Employee (International): [EAP](#)

Public Safety Resources:

DHS: [If you see something, say something](#)

FBI: [Active Shooter Safety Resources](#)

FEMA: [Staying Safe in Public Places](#)

Ready.Gov: [Attacks in Crowded and Public Places](#)