



Organizational Preparedness

Objective: To assure that your organization is prepared for an active shooter incident and is taking proactive steps to minimize the chances or effectiveness of a shooter on the premises. No workplace is immune to the risks of an active shooter incident. However, there are steps that you can take to assure that your organization is prepared for the worst.



Emergency Operations Plan

Preparing an emergency action plan helps all employees to understand the proper procedures for dealing with an active shooter situation and its aftermath.

Your plan should include:

- Instructions for reporting emergencies to proper authorities and remote locations within the premises.
- Contact information for area hospitals and emergency personnel.
- Evacuation policies and procedures.

When creating your plan, work with Human Resources and training departments, as well as external resources such as facility owners, property managers, and local law enforcement.



Training Exercises

Training exercises that simulate active shooter situations educate employees about the emergency action plan and reinforce practices that may help save lives.

Consider including the following in your training:

- Exercises to help recognize and react properly to gunfire
- When to call 911
- What to do when law enforcement arrives
- Exercises to develop a “survival mindset”

Contact local law enforcement and emergency response agencies if you have any questions about the design or facilitation of training exercises.

Preventative Measures

Take steps to minimize the chances of an active shooter situation occurring at your workplace.

Cultivate a respectful environment in the workplace.

The responsibilities of organizational and facility management include the following:

- Proper screening and background checks
- Adherence to procedures for reporting violent behavior
- Implementation of access controls throughout the premises
- Distribution of floor plans
- Preparation of crisis kits

ACTIVE SHOOTER RESPONSE



CALL 911 ONLY WHEN IT'S SAFE TO DO SO

Warning Signs

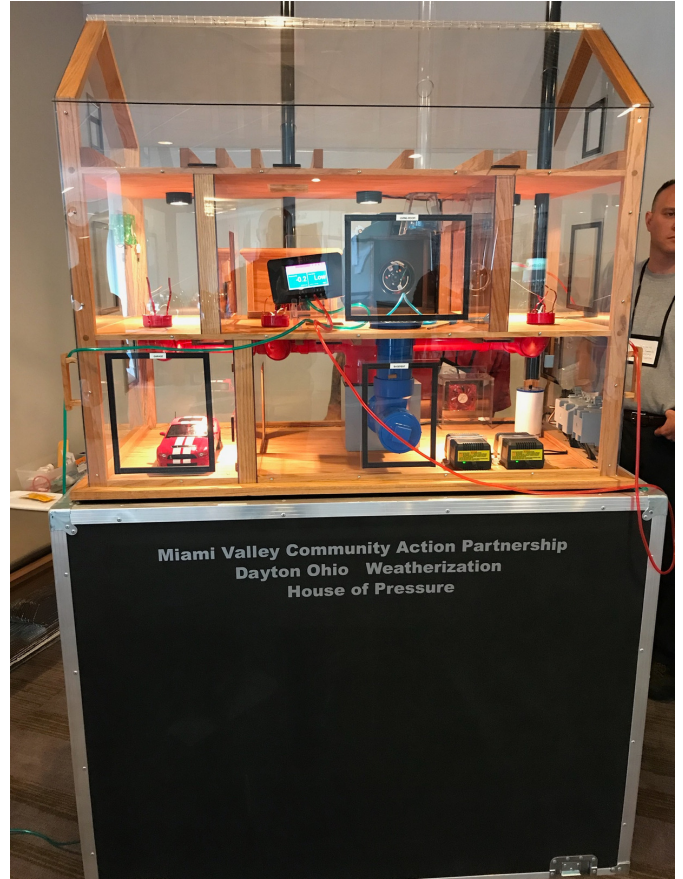
Before an incident, active shooters usually exhibit traits of potentially violent behavior over an extended period of time. Know the warning signs and train employees to be aware of them. Employees should report signs of potentially violent behavior to a manager or Human Resources.

Common traits that may be indicative of potentially violent behavior include the following:

- Feelings of depression or withdrawal
- Increased use of drugs or alcohol
- Decreased attention to personal appearance or hygiene habits
- Resistance to policy or procedural changes or disregard of existing organizational policy
- Increased severe mood swings, unprovoked outbursts of anger, or unstable, overemotional reactions
- Increased talk of personal issues, suicide or death, firearms, or violent crimes
- Please note that this list is not comprehensive, nor is it to be used as a diagnostic tool



Non-Profits in the News



Pictured (L to R)

Eddie Cooper - QCI Senior Inspector; Craig Idle - Weatherization Director; Donald Waymire - Senior Field Supervisor; Barry Strahorn - Rehabilitation Housing Director

House of Pressure

Since the U.S. Department of Energy initiated the Home Weatherization Assistance Program (HWAP) in 1976, the program's technicians have extolled its energy and cost-saving virtues. However, it's easy to get confused when they start using terms like "room-to-room" and "blower door" pressure. What does it all mean and how does it apply to your home?

For the HWAP technicians at Miami Valley Community Action Partnership, seeing is believing.

Earlier this year, the agency's Weatherization Director, Craig Idle, discovered a tool he was sure would better educate people on how airflow, pressurization, and weatherization all affect a home. It's called the House of Pressure and it's been turning heads wherever it goes. The transparent model house may look like a toy, but it's all about education.

"It's an eye catcher because you've got this big clear plastic object that people walk by. It's got a simulation of supply and return ducts, a furnace, a fireplace and a water heater," Idle explained. "We can set up scenarios by opening windows, closing doors, opening attic vents or putting smoke simulation in the fireplace."

The House of Pressure enables Idle's team to perform a series of diagnostic tests in various situations just as they would in a full-sized home when performing an energy audit.

"One of the important diagnostic tests we do is the blower door test. That's a test showing air leakage in the home," said Eddie Cooper, Senior Quality Control Inspector for the organization.

With the overall goal being to help people better understand Weatherization, Miami Valley Community Action Partnership's HWAP team took the House of Pressure to county fairs this summer in areas where few knew about their services and how they can help them save on their energy bills. The results were instantaneous as the house attracted crowds of adults and children alike, asking questions and eager to see a demonstration. By the end of the events, applications for HWAP services had started to pile up.

"We were having a hard time getting customers in some counties (before). We've far exceeded our goal," Idle said.

While at these events, the House of Pressure performs differently depending on the climate just as a real home would.

"You could have two homes, built at the same time, with the same floor plan, and they will operate differently," Cooper began. "With the House of Pressure being at different venues, whether it's outdoors or indoors -- and in different weather conditions -- it all changes how it operates."

The House of Pressure is an educational tool for Idle's crew as well. It keeps the current staff on their toes regarding proper procedures for diagnostic tests and acts as a training tool for new employees as well. It's also made it easier to explain how dangerous carbon monoxide, a colorless and odorless gas, can build up in a home. It's something the HWAP team runs into in real life at an alarming level, according to Jim Pearce, Utility Quality Control Inspector.

"It happens quite a bit and people don't realize it. It could be a small amount and they don't know it," Pearce said.

"If the home is what we call too 'tight', it causes the furnace and water heater to backdraft. The homeowner is not letting the house breathe," added Idle.

Though they've had the House of Pressure for only a few months, it's become something of a rock star, attracting large crowds and getting invitations to go on tour to other Community Action Agencies throughout Ohio.

"(The agencies) want us to bring it to show their board members so they can understand Weatherization a little better and what our people do out in the field. They've even suggested we bring it to the Ohio Statehouse in Columbus to do demonstrations," Idle said. He's particularly eager to make the trip to Columbus happen because he knows to get lawmakers to see and understand how valuable HWAP services are is crucial.

"The House of Pressure is going to help the public understand, and I think it will help public officials to understand. Politicians are the big issue. Most of them don't really understand what we're doing," Idle explained. "The more politicians we can connect with this tool, the more I think they'll understand what it really takes to do this."



Spotlighting You

Does your non-profit organization have some exciting news to share? Maybe you have or will be hosting an event. Here is your time to shine and share your good works with others!

Send your story/information/pictures to Roger Perry at roger@wichert.com for consideration to be featured in a future issue of Wichert Insurance's Non-Profit News.

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