



Administrative / Clinical Policy Active Threat

Title	Active Threat
Policy Owner and Contact Information	UConn Police
Campus Applicability	UConn Health
Applies to	All UConn Health workforce, students, residents who are on campus. This includes all employees, members of the Medical and Dental staff, residents, students, volunteers, and others who provide services and items on behalf of UConn Health.
Effective Date	8/30/2022

PURPOSE:

The purpose of this policy is to provide assistance to staff members and/or visitors, who are confronted by an individual exhibiting threatening behavior at any UConn Health site.

POLICY STATEMENT:

All staff will be trained and prepared to respond when confronted by an active threat situation.

PROCEDURES/FORMS:

1. Supporting Information:

- A. Weapons are not permitted on the facility's property, except for persons who are professionally exempted or authorized by law to carry a weapon in the performance of their duties, such as UConn Police Officers, Town, City, County, State or Federal law enforcement officers, Department of Corrections and Armored Car Service.
 - i. If there is suspicion of firearms and/or weapons on a visitor, patient or UConn Health workforce, 911 should be called immediately.

2. Procedures:

- A. UConn Health workforce at risk of being confronted by a person exhibiting threatening behavior such as brandishing a weapon, an act of violence or a hostage or potential hostage situation should not attempt to intervene or negotiate.
- B. Any UConn Health workforce member who encounters a person exhibiting threatening behavior should (if safe to do so):
 - i. Dial 911 to report the threat and stay on the line and provide the following information:
 - a. Location of incident (i.e. building, floor and room, address).
 - b. The number of suspects and name(s) if known and description of individual(s)

- involved.
 - c. Demeanor of suspect(s), (calm, agitated, angry, violent).
 - d. Announced intention and/or demands of suspect(s) (*If known*).
 - e. Injuries sustained (if any).
 - f. Time of occurrence.
- C. Secure immediate area, if possible, by removing all patients, visitors and UConn Health workforce members to a safe location. UConn Health workforce members should secure non-ambulatory patients as best as possible. Secure doors, if appropriate, to isolate incident.
- D. Notification of the active threat will be made to the UConn Health workforce and those providing services to UConn Health by the following mechanisms:
- i. UConnALERT system
 - ii. Computer banner
 - iii. In the Connecticut Tower of JDH, an overhead announcement will be made three (3) times
 - iv. Voalte i-Phone
- E. Do not go to the area specified in the Active Threat alert.
- F. Any UConn Health workforce member in an area distant from the Active Threat event should:
- i. Remain in place, avoid the Active Threat area.
 - ii. Avoid windows facing the Active Threat area.
 - iii. Await further instructions.
- G. Any UConn Health workforce member in the area specified by the Active Threat alert should remember the nationally accepted mnemonic RUN-HIDE-FIGHT
- H. End to Active Threat:
- i. An "All Clear" notification will be made by the following mechanisms:
 - a. UConnALERT system
 - b. Computer banner
 - c. In the Connecticut Tower of JDH, an overhead announcement will be made three (3) times
 - d. Voalte i-Phone
 - ii. Any UConn Health workforce member in need of medical assistance should seek appropriate care and complete an incident report.
 - iii. Employee Assistance (EAP) will be available for UConn Health workforce intervention(s) related to psychological trauma of the event.
 - iv. Return to normal work duties, unless otherwise directed, but avoid any areas of involvement until cleared by law enforcement.
- I. Media Communication of Active Threat:
- i. University Communications will serve as a liaison with the media. All media coverage is to be directed by University Communications or the Incident Command Center (ICC).
 - ii. UConn Health Workforce members should NOT provide any information to the media.

REFERENCES:

None

RELATED POLICIES:

[UCH Policy Number 2017-02 Workplace Violence Prevention](#)

ENFORCEMENT:

Violations of this policy or associated procedures may result in appropriate disciplinary measures in accordance with University By-Laws, General Rules of Conduct for All University Employees, applicable collective bargaining agreements, the University of Connecticut Student Code, other applicable University Policies, or as outlined in any procedures document related to this policy.

APPROVAL:

- | | |
|---|---------------------------|
| 1. <u>Bruce T. Liang, MD (Signed)</u>
Bruce T. Liang, MD
Interim Chief Executive Officer & EVP for Health Affairs
Dean, School of Medicine | <u>08/29/2022</u>
Date |
| 2. <u>Kiki Nissen, MD (Signed)</u>
Kiki Nissen, MD
Administrative Policy Committee Vice-Chair | <u>08/29/2022</u>
Date |
| 3. <u>Janel Simpson (Signed)</u>
Janel Simpson
Administrative Policy Committee Chair | <u>08/29/2022</u>
Date |
| 4. <u>Anne Horbatuck (Signed)</u>
Anne D. Horbatuck, RN, BSN, MBA
Clinical Policy Committee Co-Chair | <u>08/30/2022</u>
Date |
| 5. <u>Scott Allen, MD (Signed)</u>
Scott Allen, MD
Clinical Policy Committee Co-Chair | <u>08/30/2022</u>
Date |
| 6. <u>Caryl Ryan (Signed)</u>
Caryl Ryan, MS, BSN, RN
Chief Operating Officer, JDH
VP Quality and Patient Services & Chief Nursing Officer | <u>08/30/2022</u>
Date |

POLICY HISTORY:

Replaces HAM Policy 08-093 Code Silver

Date New Policy Approved: 08/2022

Date Revised:

Date Reviewed: