CAUBO

BEST PRACTICES

Violence Prevention and Emergency Preparedness

Elgin Austen - Western
Mike Markicevic - York
A safe campus community because:

- **Environmental Safety:** Freedom from physical hazards where we work, learn, and live
- **Cyber Safety:** Freedom from online abuse
- **Physical Safety:** Freedom from violence
- **Emotional Safety:** Freedom from harassment and bullying
Employer Responsibilities

• Provide a safe workplace environment
• Ensure notification on any potential or actual danger
• Ensure effective supervision
Critical Infrastructure and Life Safety
BEST PRACTICE PROTOCOLS

• Violence Prevention
• Emergency Management
• Communications & Technology
• Education and Training
Violence Prevention

1. Formal program
2. Multi-disciplinary team
3. Written policy
4. Risk assessments
5. Services for at risk students and employees
6. Disciplinary measures
7. Incident follow-up to investigations
8. Counselling resources, mental health/ medical staff
9. Review program annually, at a minimum
CPTED Reviews
( Crime Prevention Through Environmental Design )

- Qualified personnel
- Environmental analysis
- Traffic patterns and personal safety concerns
- Locks, keys, cards, cameras, alarms, signage
- Communications & education initiatives
Emergency Response

• Do we have a plan?
• Do we have trained personnel?
• Do we have an integrated structure?
• Are we prepared?
Incident Command

• All hazard emergency management
• Prevention, mitigation, response, recovery
• Collaborative – Tactical response
• Consistent with Police and Fire Emergency
• Unified Command & Integrated Communications
• Established chain of command & deployment
Western’s Emergency Response Process

Emergency Operations Control Group (EOCG)
1. VP Resources & Operations*
2. AVP Physical Plant & Capital Planning Services*
3. AVP Human Resources*
4. AVP Institutional Planning & Budgeting*
5. Vice-Provost and Registrar*
6. AVP Housing & Ancillary Services*
7. AVP Research*
8. AVP Finance*
9. AVP Communications & Public Affairs*

Emergency Social Services Team (ESS)
AVP Housing & Ancillary Services*

Business Continuity Team (BCT)
AVP Finance*

Western’s Emergency Response Team
- Director, Occupational Health & Safety - Hazardous Team Leader
  - Safety
  - Human Resources
  - Environment
  - Hazardous Materials
- Director, Operations and Maintenance - Power Plant
  - Utilities/Facilities
  - Trades
  - Caretaking
  - Parking
- Manager, Fire Safety & Emergency Preparedness Officer
  - Fire
  - EMS
  - Logistical Support
  - Emergency Trailer
  - EOC
  - UHF Radio Equip
- Director, Campus Community Police Service
  - Manager
  - Campus Community Police Service
- Director, Media Relations Officer
  - Policing
  - Security
  - Traffic
  - Coroner
  - Communication Operators
- Director, Media Relations
  - Staff, Faculty & Student Communications
  - Website
  - EOCG Notification
- ITS Technical Support Team Leader
  - Switchboard
  - ITS support
  - EOC phones and network support

External Agencies & Resources
- Director, Residences*
- Director, Western Health Services*
- Academic Leader
- Administrative Leader
- Other

*or designate
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NORMAL ACTIVITY

EMERGENCY
As identified by CCPS Sergeant requiring ERT response.

Continue as normal

Disaster

SUPPORT / COMMUNICATION

Western Incident Command
CCPS Sergeant
Transfer of Command
ERT Member

Are other internal representatives needed?
YES

Continue as normal
Emergency Management

1. Establish an emergency plan that provides consistency
2. Develop an emergency management infrastructure
3. Analyze the chain of command, reporting structure and investigative resources for HIRA
4. Conduct risk assessments - qualified personnel - CPTED
5. Corporate plan for mitigation, response, recovery and resumption
6. Emergency management consistency with province
Emergency Management (cont’d)

7. Incident Command & Unified Command structure
8. Plan versatile enough for any emergency
9. Logistics support and include an EOC
10. Business Continuity & Emergency Social Services
11. Critical incident stress management & EAP counselling
Communications & Technology

1. Stay current with technology developments
2. Multi-layered communications structure
3. CPA and Campus Police/Security activate emergency messaging
4. Integrate communications with local police and other emergency services
Education and Training

1. Violence prevention education for all campus to understand resources & to identify, report, prevent, and respond to violence and potential violence
2. At risk personal safety trumps confidentiality
3. BEM training (EMO or equivalent) for ERT, EOCG
4. Realistic Emergency Plan training exercises with ERT, EOCG, BCT and ESS integrated with local police and emergency services
Stay Safe