

GUAM BEHAVIORAL HEALTH AND WELLNESS CENTER		
TITLE: Active Shooter Response	POLICY NO: AD-HS-10	Page 1 of 4
RESPONSIBILITY: Department Wide		
APPROVED BY: <i>[Signature]</i> 2/14/2020 for THERESA C. ARRIOLA - DIRECTOR	DATE OF ORIGINAL APPROVAL: 10/31/2016	
	LAST REVIEWED/REVISED: FEB 14 2020	

PURPOSE:

To provide safety and guidance to GBHWC employees in the event an individual is actively shooting people in the facility or on the facility grounds.

POLICY:

- A. To provide an emergency response plan to alert GBHWC staff that an active shooter appears to be actively engaged in killing or attempting to kill people in the facility or on the facility grounds.
- B. All GBHWC facility shall have a safety escape route, and evacuation plan.
- C. It is the policy of GBHWC to provide an annual training and conduct unannounced active shooter drills to staff in all GBHWC facility to ensure staff is competent in the active shooter response procedures.
 - a. The Health and Safety Officer shall conduct the trainings and unannounced drills for all personnel.
 - b. Training shall include evacuation plan or escape route, that staff would be knowledgeable and able to implement the plan when an emergency situation arises.

DEFINITIONS:

Active Shooter: For purposes of this policy, an active shooter is defined as a person or persons who appear to be actively engaged in killing or attempting to kill people with a use of firearm and other weapons such as but not limited to improvised explosive devices in the facility.

Code Silver: For the purposes of this policy, Code Silver is Active Shooter alert code.

PROCEDURE:

Immediate Response to an active shooter:

- A. Run-Evacuate if possible.
 - 1. Follow GBHWC escape route and plan when running away from the sounds of gunshots or the shooter.
 - 2. Inform the other staff of an active shooter incident and encourage them to evacuate as you follow the escape route.
 - 3. Leave any personal belongings behind.
 - 4. Call "911" once you are safe and say the following "Guam Behavioral Health and Wellness Center, we have an active shooter", the location, number of persons

injured, last known direction of shooter, description of the suspect, and number/types of weapons.

- B. Hide-Protection if it's not possible to evacuate the facility.
 - 1. Hide behind locked doors and heavy furniture away from windows.
 - 2. Turn off lights.
 - 3. Silence cell phones and any other sources of noise.
 - 4. Call "911" if possible; leave the line open to allow the dispatcher to listen.
 - 5. Remain quiet.

- C. Take Action [against the active shooter(s)]:
 - 1. ONLY when your life is in imminent danger.
 - 2. It is CRUCIAL you commit to your actions when you attempt to disrupt, incapacitate and get control of the shooter's hands.
 - 3. Act as aggressively as possible against the active shooter.
 - 4. Throw items/improvise with weapons, such as chairs or clipboards.

Situation Response to an Active Shooter *once safe to do so*:

- A. The first employee to identify an active shooter situation should:
 - 1. Immediately call 911 and the following "Guam Behavioral Health and Wellness Center, we have an active shooter", the location, number of persons injured, last know direction of the shooter, description of the suspect, and number/types of weapons.
 - 2. Call/Radio the Guards and say "Active Shooter", location of the incident, description of the person(s) with the weapon, and type of weapon(s) if known.
 - 3. Evacuate consumers, visitors and other staff if safe to do so.
 - a. Leave all personal belongings behind.

- B. *If capable*, the Guard upon notification shall:
 - 1. Announce on the Public Announcement system (PA) "CODE SILVER" three (3) times and the location of the shooter and/or direction of travel of the shooter.
 - 2. Call "911" and/or ensure "911" has been called and provide all available information to the 911 operator and safety officer.
 - 3. Notify Director and Safety Officer.

- C. The Safety Officer shall:
 - 1. Advise the Director to activate the Command Center.
 - 2. Meet emergency response personnel when they arrive on the scene and escort them to the incident.
 - a. Handover the jurisdiction of the event to Law Enforcement when they arrive.
 - 3. Assign additional staff (i.e., Guards) to control access to the area as directed by police and keep staff, visitors and consumers away from the area until the situation is resolved.
 - 4. Follow all reasonable directions by Law Enforcement when they arrive, even when asked to leave the area.
 - 5. Work with the Guards to direct staff, consumers and visitors to a safe location and where family members can stand by and wait for their loved ones and for further instructions.

Active shooter comes into your immediate area or enters your unit, office or meeting room you should:

- A. Try to remain calm.
- B. Try not to do anything that will provoke the shooter(s).
- C. If there is no possibility of escaping or hiding, **only as a last resort when your life is in imminent danger** should you make a personal choice to attempt to negotiate with or overpower the shooter(s).
- D. If the shooter(s) leaves the area, barricade the room or get to a safer location.

If you are outside and encounter an active shooter, you should:

- A. Try to remain calm.
- B. Move away from the shooter(s) or the sound of the gunshots and/or explosions.
- C. Look for appropriate locations for cover/protection (i.e., brick walls, retaining walls, parked vehicles, etc.)
- D. Call "911" and give location and description of shooter(s) to the dispatcher.

Law Enforcement Arrival:

- A. Remain calm and follow officer's instructions.
- B. Put down any items in your hands (i.e., purse).
- C. Keep your hands above your head and visible at **ALL** times.
- D. Do NOT run toward officers unless told to do so.
- E. Avoid making any quick movements towards officers.
- F. Avoid pointing, screaming or yelling.
- G. Do not ask officers for directions.
 - a. Just proceed to exit in the direction from which the officers are entering the premises (if safe to do so).

End of Incident:

- A. Only the command post can declare the "Active Shooter Incident All Clear".
- B. The Director and management team shall meet when it is appropriate for debriefing.
- C. All inquiries regarding the active shooter event shall be referred to the Director and/or emergency response team.

Designated safe zone (evacuation point) for active shooter and Bomb Threat:

- A. Tamuning Main Facility: the main entrance of GMHA
- B. Satellite offices in Agaña: (Drug & Alcohol, & CASD,): Ada Arcade on route 8

- C. Healing Hearts: safe zone (evacuation point) is outside the gate by bus stop on the main road.
- D. Ironwood homes are: safe zone (evacuation point) Closest GBHWC home (example: Guma Kamia is affected, evacuate to Guma Pahong and vice versa).
- E. Guma Serenidad safe zone at the fire station across the street to the home.
- F. SERENITY safe zone will be at Tumon Medical Clinic.

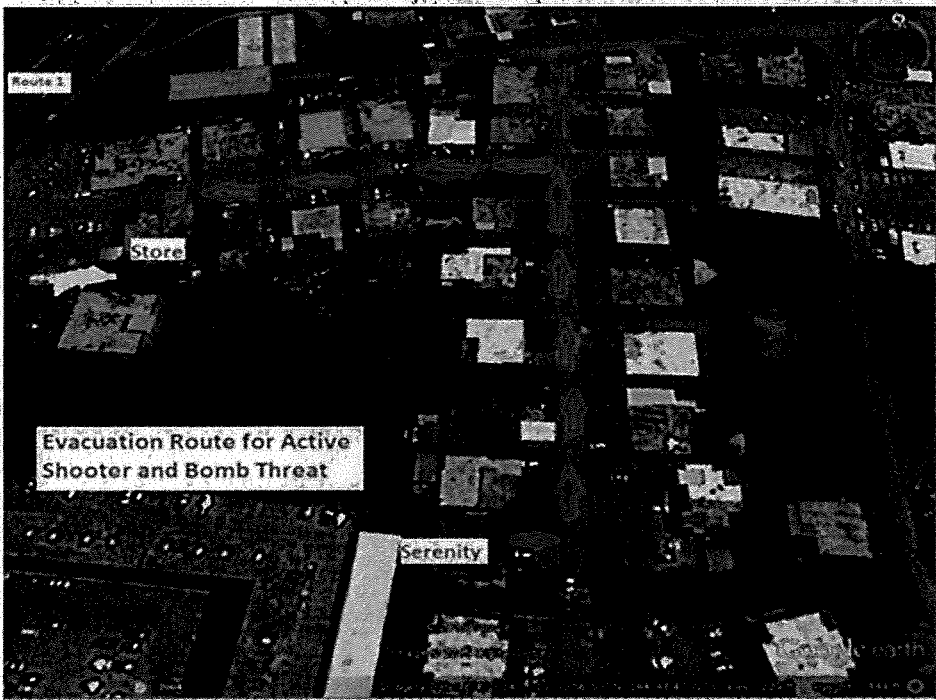
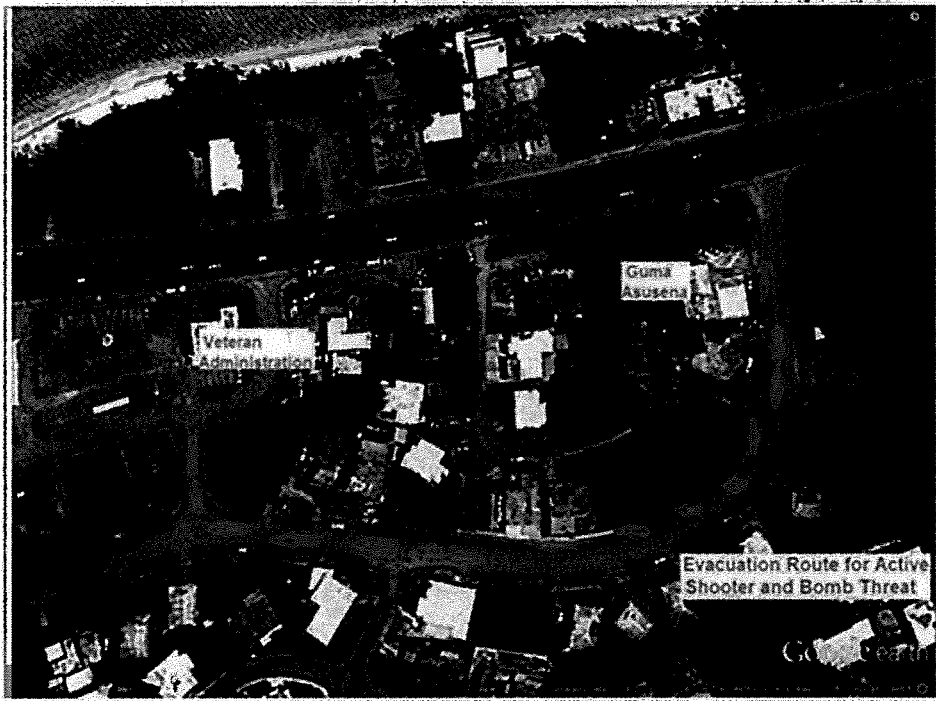
ATTACHMENT(S):

Designated Safe Zone – Satellite Photos

AD-HS-10 Active Shooter Response
ATTACHMENT: EVACUATION ROUTE DESIGNATED SAFE ZONES



AD-HS-10 Active Shooter Response
ATTACHMENT: EVACUATION ROUTE DESIGNATED SAFE ZONES



AD-HS-10 Active Shooter Response

ATTACHMENT: EVACUATION ROUTE DESIGNATED SAFE ZONES





GUAM BEHAVIORAL HEALTH & WELLNESS CENTER

790 Gov. Carlos G. Camacho Rd. Tamuning, Guam 96913

TEL: (671) 647-5330 FAX: (671) 649-6948

REVIEW AND ENDORSEMENT CERTIFICATION

The signatories on this document acknowledge that they have reviewed and approved the following:

Policy Title: Active Shooter Response

Policy No: AD-HS-10

Initiated by: EOC Committee

Date	Signature
12/10/19	

Alfred Garrido
Safety Officer

Date	Signature
12/11/19	

Jeremy Lloyd-Taitano, RN-BC
EOC Chairperson

Date	Signature
12/11/19	

Shermalin Pineda
RRP Program Manager

Date	Signature
12/11/19	

Barsen Adelbai
Risk Management Officer

Date	Signature
2/14/2020	

Carissa Pangelinan
Deputy Director

