

MANUAL: HEALTH & SAFETY	HOME SPECIFIC NAME: <ul style="list-style-type: none"> <input type="radio"/> Fairfield Park <input checked="" type="radio"/> Brouillette Manor <input type="radio"/> LaPointe-Fisher Nursing Home <input type="radio"/> Corporate
TITLE: CODE PURPLE – HOSTAGE SITUATION	SECTION: EMERGENCY PREPAREDNESS
	PAGES: 3

EFFECTIVE DATE: JUNE 2022

REVISED:

POLICY:

The Home shall have a plan in place in the event of a hostage situation within the facility. Due to the complex nature this event may escalate to, this policy is intended to be general in nature as to protect staff and the hostages. The emergency code denoting this situation shall be “Code Purple”.

DEFINITION:

Hostage Situation - A person or persons have been taken against their will.

PROCEDURES:

TRAINING & EDUCATION

Staff shall be trained on this plan upon hire and provided with refresher education annually thereafter.

Residents and/or their legal representative shall be provided with a copy of this plan upon admission

TESTING OF PLAN

This plan shall be tested annually.

Review date:	June 2022					
Signature:	<i>[Signature]</i>					

ACTIVATION OF PLAN

1. Upon discovering a hostage situation staff shall announce “ Code Purple “ (then location)
2. The staff member shall keep calm to convey that persona to keep the hostage-taker calm as well.
3. Upon announcement of the code purple the supervisory staff shall contact police and report the situation.
4. The staff member shall try to generate a conversation with the hostage-taker to keep them occupied until the police arrives.
5. If the hostage-taker is agitated and wants you to leave them alone then you must comply.
6. If a staff member is a hostage they must try to keep calm and not try to agitate the hostage-taker but rather try to create a dialogue to ascertain some clues as to why it is happening.
7. The hostage should always try to comply with the hostage-taker especially if they are carrying a weapon.
8. Upon arrival of the police all staff shall remove themselves from the area and allow police to do their job.

EVACUATION

In the event an evacuation of the home is required, refer to the emergency plan, “Code Green – Evacuation”.

REPORTING

- ✓ Situation involving resident – complete Resident Incident Report
- ✓ Situation involving staff – complete Staff Incident Report
- ✓ Situation involving volunteer or visitor – complete Occurrence Report
- ✓ Review Critical Incident/Mandatory Reporting procedure and complete, if required.

COMMUNICATION

The Home shall communicate to residents, substitute decision-makers, if any, staff, volunteers, students, caregivers, the Residents’ Council and the Family Council, if any, on the emergency in the home

- ✓ at the beginning of the emergency,
- ✓ when there is a significant change throughout the course of the emergency
- ✓ when the emergency is declared over

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Signature:	<i>[Handwritten Signature]</i>					

RECOVERY

1. A debrief is provided for residents, substitute decision-makers, staff, volunteers and students involved.
2. The Administrator or delegate will ensure resumption of regular operations of the home takes place (i.e. coordinate with managers, service providers and support workers to ensure all essential services are in place)
3. Coordination with Social Services to meet with residents, families and staff who may have experienced distress during the emergency, to offer support and resources.

EVALUATION

The emergency plan shall be evaluated annually and updated, if needed. If the plan has been activated, it shall be evaluated within 30 days of the emergency being declared over and updated, if needed.

Review date:	June 2022					
Signature:	<i>U. Christy</i>					