

Code Silver - Active Assailant

Online Education for Active Assailant



Saskatchewan
Health Authority



VISION

Healthy People, Healthy Saskatchewan

MISSION

We work together to improve health and well-being. Every day. For everyone.

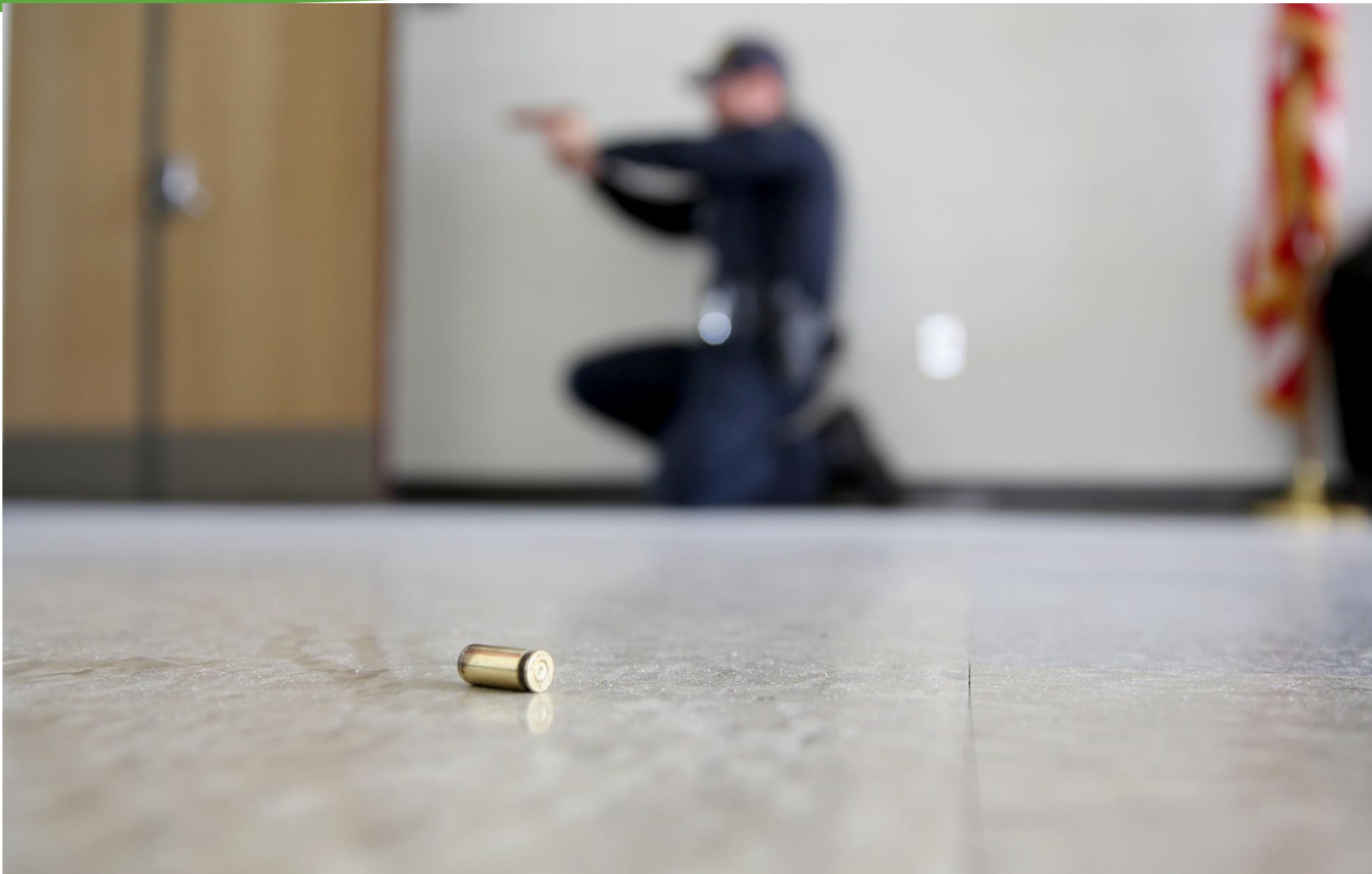
VALUES

- **SAFETY: *Be aware.*** Commit to physical, psychological, social, cultural and environmental safety. Every day. For everyone.
- **ACCOUNTABILITY: *Be responsible.*** Own each action and decision. Be transparent and have courage to speak up.
- **RESPECT: *Be kind.*** Honour diversity with dignity and empathy. Value each person as an individual.
- **COLLABORATION: *Be better together.*** Include and acknowledge the contributions of employees, physicians, patients, families and partners.
- **COMPASSION: *Be caring.*** Practice empathy. Listen actively to understand each other's experiences.

PHILOSOPHY OF CARE: Our commitment to a philosophy of Patient and Family Centred Care is at the heart of everything we do and provides the foundation of our values.



Educational Objectives:



Courtesy of Wikimedia Commons, Public Domain Image from United States Marine Corps



Education Objectives

- Your safety is your first priority
- Every patient in our healthcare facilities has been entrusted to our care
- We have a responsibility to keep patients and each other safe
- We also have a responsibility to keep others in our facilities safe



What is Code Silver?

Code Silver is responding to an active assailant in or on the grounds of a healthcare facility.

This response will increase safety when an individual with a weapon is threatening, or actively injuring people. A police/RCMP response **must** be initiated.



What is a Weapon?

A weapon is defined as any item designed or used for the purpose of harming, injuring, or killing a person(s). All firearms, including imitation/replica firearms are always considered weapons.



A Weapon could be...

- Firearms/guns (real or replica)
- Knives or other sharp objects
- Vehicles (a car driving into a healthcare facility or at people on the grounds of the healthcare facility)



Where does this information come from?

- Code Silver Working Group (former health regions)
- Health Emergency Management Unit, Ministry of Health
- Saskatchewan Association for Safe Workplaces in Health
- RCMP and Municipal police
- FBI/Department of Homeland Security
- Ontario Hospital Association
- Alberta Health Services



Why do we need a Code Silver?

- Like other emergency codes, Code Silver is a way to help staff know how to respond to an emergency event involving an active assailant.



General Principles:

- Information and knowledge gives you the ability to make good decisions
- *Each* person must make their own decision (Run, Hide, Fight) that will be personal and situational
- Specific plan(s) should be developed at the Facility and Department level



General Principles:

- SHA staff should **NOT** attempt to confront or try to disarm an person(s) carrying a weapon, but they may have to as a last resort when facing immediate and direct harm to themselves
- SHA staff must **NOT** block anyone carrying a weapon from leaving the healthcare facility
- SHA staff, patients, visitors or others must **NOT** enter the area of the facility affected by the Code Silver
- SHA staff should notify others of the situation and keep them from entering the location of the Code Silver

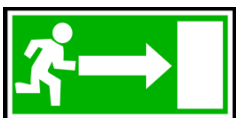


Duty to Care:

- The goal of the Code Silver Active Assailant response is to minimize casualties' and preservation of life, which allows staff to return to provide care to patients, residents, and clients and those who may have been injured during the event.
- For staff discovering the incident and those near the incident, the identified option within the Code Silver Active Assailant response plan is RUN; however, this option depends on the situation and where staff is located.
- If you are providing patient care in an area that is not located near the event and you can hide or limit access to your location, you must continue to provide patient care.



Calling/Activating a Code Silver



- Evacuate, seek cover or stay hidden in the area you are in



- Call police/RCMP (911) and if able, call your local switchboard to alert the facility



ON SILENT MODE PLEASE

- Keep silent; do not activate other codes



Response

- The goal of a Code Silver response is to minimize access and visibility. It involves quickly evacuating the immediate area or sheltering patients, staff, visitors and others in secure locations if possible.

In a Code Silver – Active Assailant situation, if you are in the immediate area or close proximity, quickly decide if you should RUN, HIDE or FIGHT



RUN, HIDE, FIGHT

If you are in the immediate area of the Code Silver

- When confronted by an active assailant there are three *options* to consider:

- **RUN** if you can.



- **HIDE** if you can't.



- **FIGHT** if you have to.



RUN if you can

- Get out of immediate area as quickly and quietly as you can
- When you are safe: **CALL 911** and activate the internal notification system for your facility
- Assist others to leave and prevent entry
- Warn and assist others if it is safe to do so



HIDE if you can't

- In rooms that locks from the inside
- Barricade the entrance(s)
- Use tables, chairs, anything else available
- Use a belt to help secure a door with an automatic closer
- Remain quiet, silence/turn off cell phones



FIGHT if you have to

- This is a last resort option
- Work together with others around you
- Commit to your actions
- Act as aggressively as possible



When Police/RCMP Arrive

- Keep your hands visible at all times
- Don't make sudden movements
- Don't attempt to grab onto police/RCMP officers
- Follow all orders and directions from police/RCMP officers



The Police/RCMP

The person(s) with the weapon are the responsibility of the police/RCMP. Any participation from SHA staff will be in support of police/RCMP efforts and will be conducted from a safe location, with direction from police/RCMP.

The first police/RCMP officers that arrive at the scene will NOT stop to help an injured person(s) if the Code Silver is still in progress. Police/RCMP's main focus is stopping the assailant(s). Rescue teams consist of additional police/RCMP officers and emergency medical personnel will follow and attend to the injured.



All Clear and Recovery

Once the person(s) is stopped, staff will return to their work duties, if possible, and continue to provide care.

Staff who request or are required to be replaced will be allowed to leave as soon as it is possible to do so.

All staff who witnessed the event, will need to speak to police/RCMP as part of the investigation prior to leaving the facility.



All Clear and Recovery continued

In the event that the assailant(s) has engaged in a fatal exchange with police/RCMP, the assailant(s) will be left in the location of the event for the purposes of the investigation. The affected area(s) of the healthcare facility will be a crime scene and the responsibility of local police/RCMP until investigators are done with the investigation.

Access to the area(s) may be restricted for several hours or days.

Any patients or residents in the affected area may need to be carefully relocated to another area of the facility, under police/RCMP supervision, so there is no disturbance to any evidence.



Pre-Event Unit Planning



- Know all your entrances and exits
- Best routes to “RUN” from your unit
- Identify rooms in which you can “HIDE”
 - Ensure unit response plans are developed and reviewed
 - Exit and entrance points, lockable rooms – where can people hide



- Discuss how to secure patient areas
- Discuss how to “FIGHT” if you have to
- Warn emergency responders of “danger” areas:
 - Radioactive isotopes, MRI, chemotherapy medications, etc...



Pre-Event Unit Planning Continued

- SHA managers/supervisors/staff/units/facilities need to establish predetermined hiding areas and evacuation routes in their work area(s) prior to the activation of a Code Silver - Active Assailant
- Code Silver – Active Assailant plans need to be documented in the Code Silver Template which needs to be customized to your location
- Each unit/department/facility needs to create plans before an incident happens
- Plans should be reviewed and discussed regularly within each area

All SHA staff is responsible for knowing their department/facility Code Silver response plan



Code Silver Prevention

- Assess the potential threat posed by patients/visitors/staff
- Be aware of people who don't belong
- Update employee status/access immediately if a person is no longer an employee of the SHA
- Report all threats, no matter the circumstance
- All staff to wear ID at all times
- As a department talk with your coworkers about threats, near-misses, and incidents that have happened in other locations

Knowing what to do is the best way to keep safe in a Code Silver



Incident and Threat Reporting

- All threats/incidents should be reported to:
 - Facility Person-in-Charge/manager
 - SHA Protective Services



Critical Incident Stress Management

SHA staff who require support for critical incident stress management can contact their supervisor/manager/director who can make arrangements for a critical incident stress debrief. Alternately staff can access supports through the Employee and Family Assistance Program (EFAP)



After Action Debrief/Report

- An After Action Debrief/Report will take place for all Code Silver situations
- The severity and type of situation will determine who will be included in the debrief
- The debrief will be scheduled several weeks to months after the event. The timeline will be determined in discussion with SHA Leadership



Conclusion

This concludes the Code Silver Response presentation. In order to complete this education session, watch the video and complete the Test My Knowledge section . If you have any questions about Code Silver – Active Assailant, please speak with your immediate supervisor or manager or refer to the Emergency Response Plan for Code Silver and your department/unit Code Silver response plan.

For more information, contact Health Emergency Management at healthemergencymanagement@saskhealthauthority.ca



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