

The University of Louisiana Monroe



Emergency Response Plan

Section I. Introduction

1. Purpose

This Emergency Response Plan (ERP) is designed for use by the Crisis Response Team (CRT) and the ULM Incident Commander to respond to an actual crisis event. Ongoing and overall university emergency response and recovery operations are defined in The University of Louisiana at Monroe Business Continuity Plan (BCP).

Each department (the various support departments, operational groups or other defined infrastructure entities of the university) with important emergency planning and response assignments, has developed a department **Emergency Operations Plan**. The Department Emergency Operations Plan defines the actions of the department during an emergency situation.

All of these plans have important specific purposes and are intended for use in concert to greatly lessen the extent of injuries and limit equipment, material and property damage.

2. Mission

The University of Louisiana at Monroe will respond to an emergency situation in a safe, effective and timely manner. University resources and equipment will be utilized to accomplish the following priorities:

- Priority I: Protection of Human Life
- Priority II: Support of Health & Safety Services
- Priority III: Protection of University Assets
- Priority IV: Maintenance of University Services
- Priority V: Assessment of Damages
- Priority VI: Restoration of General Campus Operations

3. Incident Commander

The Emergency Response Plan is organized under the “Incident Command System” – a system utilized by FEMA (Federal Emergency Management Agency) and many other organizations. Under this system, a single Incident Commander directs all university resources. Although the ULM Incident Commander may consult with other individuals, it is imperative that all employees follow the decisions made by the ULM Incident Commander*.

The ULM Incident Commander is the highest available individual on the following list:

ULM Incident Commander (IC)

- 1. Director of University Police**
- 2. Assistant Director of University Police**

After the initial emergency is contained and controlled, the recovery efforts will be directed by the ULM President or designee.

4. Executive Management Group (EMG)

The university also has designated an Executive Management Group to oversee and direct the university's response. Members are as follows:

Executive Management Group

President
VP Academic Affairs
VP Info Services & Student Success
VP for Student Affairs
VP Business Affairs
Director of Athletics
Chief Information Officer, Dean Libr
Assoc. VP Academic Affairs
Director of University Police
Executive Director External Affairs
Internal Counsel

5. *Crisis Response Team (CRT)*

The university has designated a Crisis Response Team to respond to emergency situations. Team Members are as follows:

Crisis Response Team

Department
Headed by the ULM Incident Commander
Academics
Athletics
Auxiliary Enterprises
Controller
Counseling Center
Food Services
EH&S
Financial Aid
Human Resources
Library/IT
Physical Plant
Marketing/Communications
Registrar
Residential Life
Student Health Services
Student Services
Student Success Center
Telecommunications
University Computing
University Police
University Media Relations
Admissions
Electrical
General

6. *Communications*

Plan Activation

In the case of any type of emergency, individuals making the discovery should first move to a safe location and then contact University Police (318-342-5350). Initial responders should never intervene with any ongoing crime or dangerous event. The Police Dispatch on duty should follow standard operating procedures and contact Civil Authorities (Emergency Medical Services, Fire, etc.), as necessary.

If the emergency warrants, the Police Dispatch should communicate immediately with the ULM Incident Commander. The ULM Incident Commander will assess the situation and direct Police Dispatch to contact and summon the necessary personnel required to contain and control the emergency. During a crisis situation members of the CRT should be prepared to report to the Emergency Operations Center (EOC) or other location as directed by the ULM Incident Commander.

Media Communications

Communication procedures and authorities are detailed in the Crisis Communication Plan (maintained by the Office of Marketing and Communications). OMC will serve as the primary source of information to the news media, including the designated spokesperson. Given that outside agencies provide information to the media directly, OMC will identify outside agency spokespersons and coordinate information dissemination with them. OMC also will provide relevant timely updates to the general public on the University's website and main social media networks. University police will provide all Warhawk Alerts when immediate attention is needed.

For emergency information regarding events that are affecting or may impact normal university operations, visit the ULM website (www.ulm.edu). This information is updated at 6:00 AM and 6:00 PM, or more frequently if necessary, during emergency periods. Warhawk Alert is an emergency notification system that provides instant notification capabilities during a crisis on campus. As a member of the ULM community, you are registered with Warhawk Alert through your ULM-issued email account. For more information, refer to <http://www.ulm.edu/ens/>.

7. *Acronyms and Abbreviations*

AMR	American Medical Response
BCP	Business Continuity Plan
CICC	Critical Incident Command Center
CRT	Crisis Response Team
EH&S	Environment Health and Safety
EMG	Executive Management Group
EMS	Emergency Medical Services
EOC	Emergency Operations Center
IC	Incident Commander
OMC	Office of Marketing and Communications
UPD	University Police Department
WMD	Weapons of Mass Destruction

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Section II. Pre-Disaster Action Steps

8. Ongoing

- Crisis Response Team (CRT)
 - Meet periodically, once quarterly or more frequently as needed
 - Review and exercise the entire Crisis Communication Plan
 - Review and approve changes to plan documentation
- Information Technology
 - Secure electronic information
 - Provide information security and access to Banner
 - Maintain plans to reconstruct the data center
 - As applicable, maintain plans for alternate recovery site operations
- Physical Plant
 - Monitor utility services
 - Maintain emergency supplies and equipment to protect university assets
- Residential Life
 - Maintain and exercise evacuation and shelter-in-place plans
 - Be prepared to open and maintain the Student Shelter
- Office of Marketing and Communications
 - Coordination of all information disseminated to internal and external constituents
 - Create and disseminate message templates to be used in emergency situations
- University Police
 - Monitor and communicate warnings & threats
 - Maintain the Communications Center
 - Continue routine patrol
- All Departments
 - Maintain updated department Emergency Operations Plan documentation
 - Submit updated department Emergency Operations Plan documentation to the BCP Coordinator annually
 - Secure hardcopy information
 - Remain prepared to perform critical operations manually

9. Alert, Watch & Warning Periods

- Events with an Alert, Watch or Warning are typically weather-related events
- Specific disaster preparation steps are outlined in this Emergency Response Plan under each threat that provides such a warning

Section III. Disaster Event

10. Disaster Impact – with Warning

- The ULM Incident Commander is notified of a pending emergency
- The Emergency Operations Center (EOC) may be activated
- Faculty, Staff & Students may be evacuated or instructed to shelter-in-place as designated in alert
- If possible, normal university operations will be maintained
- All focus is on life safety and health maintenance issues during the disaster event
- University Police will monitor the situation
- If the disaster is expected to be severe and if sufficient warning time permits, ULM may:
 - Close the campus
 - Open and direct students to the designated Student Shelter

11. Disaster Impact – no Warning

- Most non-weather-related disasters provide no advanced warning
- Faculty, Staff & Students will follow the steps that are outlined in their Emergency Response Plan
 - Building evacuation
 - General campus evacuation; or,
 - Shelter-in-place
- All efforts will focus on life safety and health maintenance matters
- University Police will:
 - Secure affected area(s)
 - Contact the ULM Incident Commander
 - Contact members of the Crisis Response Team as directed by the ULM Incident Commander
- Normal university operations will be discontinued
- Outside services (Fire, EMS, etc.) will be contacted as necessary

12. Immediate Response Steps*

- University Police
 1. Determine if an evacuation or shelter-in-place order should be given
 2. Address injuries and life safety issues in conjunction with local providers
 3. Take steps to contain the incident
 4. Have Police Dispatch notify designated members of the EMG
 5. Assemble designated CRT members at the EOC or CICC
 6. Cordon off any dangerous areas
 7. Establish contact with Police Departments, Hospitals and other Civil Authorities
 8. Provide access control
 9. Ensure that faculty/staff, students and visitors avoid the disaster area

- President's Office
 - Provide leadership
 - Provide resource direction
 - Chief Communications Officer will serve as liaison to the president and advisor to CRT

- CRT to commence response & recovery efforts including identifying parties
 1. Address injuries and life safety issues
 2. CRT members who have not been designated to report should
 - Stay away from the disaster scene
 - Be prepared to receive emergency instructions
 - Report to the EOC if you believe communications to be disabled
 3. Account for all employees & students
 4. For any missing employees or students
 - Note the place they were last seen
 - Get search and rescue teams activated
 5. If applicable, direct Physical Plant to contact utility providers to shutdown services as appropriate
 6. EMG will determine if the Student Shelter should be opened
 7. Address physical damage & operational issues
 8. Restore essential services
 9. Determine if the university should close and the campus evacuated

Make safety matters the top priority throughout the entire disaster response and recovery process

- University Chief Communications Officer
 - Establish contact with the ULM Incident Commander
 - Assist University Police in internal information dissemination
 - OMC will follow all guidelines established in the Crisis Communication Plan (this is an internal document)

* Certain emergency steps should be taken automatically. For example, if a fire breaks out, the fire alarm should be activated, and an evacuation should commence.

- Residential Life, Food & Auxiliary Services
 - Execute resident safety procedures
 - Food services will access supply levels and communicate to EOC

- Student Health Services
 - Address emergency medical needs
 - Depending on the scale of the disaster, health and hospitals will be notified including AMR

- Information Technology
 - Maintain/restore the operation of intranet, data, video, voice and wireless communications services

- Physical Plant & EH&S
 - Deploy equipment designed to maintain environmental controls, give special attention for:
 - Assets of high value
 - Perishable assets
 - Non-replaceable assets
 - Establish contact with Civil Authorities and utility companies and EOC
 - Determine if the campus and building environments are safe; if applicable, direct physical plant to contact utility providers to shutdown services as appropriate
 - Determine what generators should be activated
 - Work with University Police to cordon off any dangerous areas
 - Make a preliminary damage assessment
 - Building structures
 - Building contents & equipment
 - Campus grounds
 - Water and gas leaks
 - Downed power lines

- All Faculty, Staff & Students
 - Do not congregate around disaster scenes
 - These areas are prohibited
 - You may interfere with police, medical and other recovery efforts
 - Follow the instructions of University Police and other university officials

Section IV. Flood

Expected Impact:

- Possible building content damage from flooding
- Utility disruptions possible
- Travel may become difficult or impossible (especially if the flooding conditions are caused by a high wind event, such as a Tropical Storm)
- In an extreme situation, general university operations may be closed due to transportation disruptions

Action Steps:

At the Watch Point (36 hours from expected impact)

- Conduct regular meetings of the CRT
 - Meetings should be held at 7:00 AM (early morning meetings may be conducted by telephone among selected CRT members) & 4:30 PM or more frequently as necessary
 - Government officials will generally announce evacuation orders in either the late afternoon or pre-dawn hours following weather updates
- The EOC will monitor the weather continuously
- Physical Plant checks
 - Emergency equipment
 - Fuel levels
 - Vehicles
 - Generators
 - Emergency supply quantities
- Physical Plant
 - Deploys sump pumps, water barricades, etc.
 - Secures special assets and, as necessary, backup equipment required to maintain environmental controls. Special attention for:
 - Assets of high value
 - Perishable assets
 - Non-replaceable assets

At the Warning Point (24 hours from expected impact)

- Outdoor activities will likely be cancelled
- The campus will need to be closed before travel conditions become dangerous

Most Critical Resources:

- Physical Plant, EH&S, Property Control
- University Police
- Office of Marketing and Communications

Section V. Hurricanes and Related Storms

Expected Impact:

Category #1

- Some wind damage/trees down
- Possible building content damage from flooding/wind driven rain
- Temporary utility disruptions likely
- Normal operations may be disrupted

Category #2

- Wind damage/trees down
- Some building content damage likely from flooding/wind driven rain and/or high winds
- Building structure damage possible
- Utility disruptions likely (downed power lines)
- Normal operations may be disrupted

Action Steps:

At the Alert Point (72 hours from expected impact)

- Open the EOC and conduct regular meetings of the EMG
 - Meetings should be held to coordinate with Region 8 Office of Emergency Preparedness
- Secure any needed fuel, supplies, food, etc.
- The EOC will monitor the weather continuously

At the Watch Point (36 hours from expected impact) or earlier

- Maintain the EOC and conduct regular meetings of the CRT
 - Meetings should be held at 7:00 AM (early morning meetings may be conducted by telephone among selected CRT members) & 4:30 PM or more frequently as necessary
 - The National Hurricane Center will update forecasts every 3-6 hours
 - Government officials will generally announce evacuation orders in either the late afternoon or pre-dawn hours following weather updates
- Physical Plant
 - Secures the campus grounds
 - Secures building structures
 - Deploys sump pumps, water barricades, etc.
 - Secures the grounds/remove or secure loose items
 - Secures building structure(s)/deploys shutters, water barricades, etc.
 - Secures special assets and, as necessary, backup equipment required to maintain environmental controls. Special attention for:
 - Assets of high value
 - Perishable assets
 - Non-replaceable assets

- Generators

At the Warning Point (24 hours from expected impact)

- The campus will need to be closed before travel conditions become dangerous
- University Police monitor the weather continuously
- Residential Life opens the Student Shelter if necessary
- Physical Plant completes asset protection measures

Most Critical Resources:

- Physical Plant, EH&S, Property Control
- University Police
- University Office of Marketing and Communications
- Residential Life, Food Services

Section VI. Severe Winter Storm

Blizzards/Ice Storms/Snow Events

Expected Impact:

- Building and building content damage
- Utility disruptions
- Travel will become affected
- University closures may be required

Action Steps:

At the Watch Point (36 hours from expected impact)

- Conduct a meeting of the EMG/Open the EOC
- Physical Plant checks
 - Emergency equipment
 - Fuel levels
 - Vehicles
 - Generators
 - Emergency supply quantities
- Physical Plant
 - Secures salt and sand where appropriate
 - Physical Plant to secure special assets and, as necessary, backup equipment required to maintain environmental controls. Special attention for:
 - Assets of high value
 - Perishable assets
 - Non-replaceable assets
- UPD monitors the weather continuously
- UPD secures campus grounds
- Residential Life prepares for utility disruptions
- Food Services secures water and prepares menus for on-campus residents

At the Warning Point (24 hours from expected impact)

- Conduct regular meetings of the EMG
 - Meetings should be held to coordinate with Region 8 Office of Emergency Preparedness
- Physical Plant to secure special assets and, as necessary, backup equipment required to maintain environmental controls. Special attention for:
 - Assets of high value
 - Perishable assets
 - Non-replaceable assets
 - Take precautions to avoid frozen pipes
- UPD monitor the weather continuously

Post Disaster

- Remove snow, ice, etc., from parking lots and walkways
- Spread salt, sand and ice-melting chemicals as necessary
- Check for frozen pipes and damage
- Check generators

Most Critical Resources:

- Physical Plant
- Residential Life, Food Services
- University Police
- University Office of Marketing and Communications

Section VII. Severe Thunderstorm

Expected Impact:

- Wind damage/trees and power lines down
- Damage to university assets
- Utility disruptions likely

Action Steps:

Pre-Disaster

At the Watch Point

- UPD monitors the weather continuously

At the Warning Point & During the Event

- The ULM Incident Commander is notified
- Warning notifications will be utilized if necessary

Post Disaster

- Extensive damage is unlikely, however, if serious injuries or fatalities are involved, the EOC should be activated and the EMG should be assembled to discuss the situation
- University Office of Marketing and Communications activates their plan
 - Contact with news media
 - Contact with family members of any affected individuals
 - Contact University community
- UPD summon Emergency Medical Services
- Student Health Services participates to the extent appropriate with local health providers
- Physical Plant contacts utility services/restores utility services

Most Critical Resources:

- University Police
- University Office of Marketing and Communications
- Student Health Services
- Crisis Counseling
- Physical Plant

Section VIII. Tornado

Expected Impact

- Wind damage/trees and power lines down
- Building content and structural damage
- Utility disruptions likely
- Injuries likely
- Fatalities possible
- Normal operations disrupted

Action Steps:

Pre-Disaster

At the Watch Point

- UPD monitor the weather continuously
- The ULM Incident Commander is notified
- EMG and EOC should be notified

At the Warning Point

- Warning notifications will be utilized if necessary
- Go to a small interior room on the lowest floor of the building; put as many walls as possible between you and the outside
- Avoid windows
- A bathroom, closet, under a stairwell, or an interior hallway with no windows offers the best protection
- Crouch as low as possible to the floor, facing down; and cover your head with your hands. If possible, cover yourself with some sort of thick padding (mattress, blankets, etc.) to protect against falling/flying debris.
- Stay off elevators; you could be trapped in them if the power is lost.

Post Disaster

- If serious injuries or fatalities are involved, the EOC should be activated and the CRT should be assembled to discuss the situation
- Extensive damage is possible and full University Response Steps may be necessary
- University Office of Marketing and Communications activates their plan
 - Contact with news media
 - Contact with family members of any affected individuals
 - Contact University community
- UPD summon Emergency Medical Services as needed
- Student Health Services participates to the extent appropriate with local health providers
- Physical Plant contacts utility services/restores utility services

Most Critical Resources:

- Physical Plant, EH&S, Property Control
- Residential Life, Food Services
- University Police
- University Office of Marketing and Communications
- Student Health Services
- Crisis Counseling
- If the event is severe, nearly all resources critical

Section IX. Civil Disturbance

13. Peaceful Demonstration

Expected Impact:

- General distraction
- Escalation possible

Action Steps:

- UPD monitor the situation
- UPD will secure the perimeter (may utilize multijurisdictional agencies)
- University Office of Marketing and Communications is placed on alert
- The ULM Incident Commander is notified

14. Violent Demonstration

Expected Impact:

- Injuries possible
- Physical damage possible
- Normal operations will likely be disabled until the situation stabilizes

Action Steps:

- The ULM Incident Commander is notified
- The EOC/EMG is activated
- Alert multijurisdictional agencies
- If applicable, UPD contact Emergency Medical Services
- Student Health Services participates to the extent appropriate with local health providers
- University Office of Marketing and Communications activates their plan
 - Contact with news media
 - Contact with family members of any affected individuals
 - Contact University community
- Physical Plant addresses any damages
- Faculty, Staff & Students
 - May be instructed to conduct an emergency lockdown
 - May be released and routed out of harm's way

Most Critical Resources:

- University Police
- University Office of Marketing and Communications
- Student Health Services
- Physical Plant

Section X. Criminal Acts

15. Active or Ongoing Dangerous Criminal Threats

Expected Impact:

- Injuries possible
- Fatalities possible

Action Steps:

- The ULM Incident Commander and EMG is notified
- EOC may be activated
- University Police establish perimeter control around affected areas
- UPD contact outside emergency services (Police, EMS, etc.) as necessary
- The UPD will establish perimeters, responses and other desired resources as needed
- Student Health Services participates to the extent appropriate with local health providers
- University Office of Marketing and Communications activates their plan
 - Contact with news media
 - Contact with family members of any affected individuals
 - Contact University community

Most Critical Resources:

- University Police
- University Office of Marketing and Communications
- Student Health Services participates to the extent appropriate with local health providers
- Crisis Counseling

Section XI. Hazardous Release

16. ULM Community/Surrounding Areas

Expected Impact:

- Injuries or sickness
- Fatalities or fatal exposures
- Building operations are shut down
- Some physical damage possible
- Environmental contamination possible

Action Steps:

- The ULM Incident Commander/EMG is notified
- The EOC is activated
- UPD establish perimeter control around affected areas
- Prepare to quarantine affected individuals
- UPD contact outside emergency services (Fire, EMS, etc.)
- Physical Plant shuts down ventilation systems to affected areas
- Student Health Services participates to the extent appropriate with local health providers
- Direct unaffected individuals to relocate to a safe area
- Evacuation gathering areas should be located upwind of the contaminated area
- Consider activation of student shelters
- EOC will notify EH&S
- University Office of Marketing and Communications activates their plan
 - Contact with news media
 - Contact with family members of any affected individuals
 - Contact University community

Most Critical Resources:

- Physical Plant
- EH&S
- Residential Life
- University Police
- University Office of Marketing and Communications
- Student Health Services
- Crisis Counseling

Section XII. Unexpected Critical Incident

17. Airplane Crash/Building Collapse/Explosion/Fire

Expected Impact:

- Injuries likely
- Fatalities likely
- Structural damage
- Environmental contamination

Action Steps:

- The ULM Incident Commander and EMG is notified
- EOC should be notified
- Physical Plant notifies utility services

Post Disaster

- If serious injuries or fatalities are involved, the EOC should be activated and the EMG should be assembled to discuss the situation
- The University Police Department will establish perimeters, responses, and other desired resources as needed
- University Office of Marketing and Communications activates their plan
 - Contact with news media
 - Contact with family members of any affected individuals
 - Contact University community
- UPD summon Emergency Medical Services as needed
- Student Health Services participates to the extent appropriate with local health providers
- Physical Plant contacts utility services/restores utility services

Most Critical Resources:

- University Police
- University Office of Marketing and Communications
- Physical Plant, EH&S, Property Control
- Student Health Services
- Crisis Counseling
- Residential Life
- Nearly all resources critical

Section XIII. Terrorist Attack – Weapons of Mass Destruction

A Weapon of Mass Destruction (WMD) includes biological, chemical, incendiary, nuclear or highly explosive material and any combination thereof.

18. University Community and Surrounding Areas

Expected Impact:

- Injuries or sickness possible
- Fatalities or fatal exposures possible
- Additional acts possible
- Physical damage possible
- Environmental contamination likely

Action Steps:

- The ULM Incident Commander and EMG is notified
- The EOC is activated
- UPD contact outside emergency services (Fire, EMS, etc.)
- Student Health Services participates to the extent appropriate with local health providers
- Physical Plant shuts down ventilation systems
- University Office of Marketing and Communications activates their plan
- Counseling Center will be contacted by EOC if necessary

Most Critical Resources:

- University Police
- University Office of Marketing and Communications

Section XIV. Medical Emergency/Epidemic/Pandemic

19. University Community and Surrounding Area

Expected Impact:

- If the event is serious, the university may be quarantined
- Individual classes may be affected
- University may close
- Medical facilities may become overloaded

Action Steps:

- The ULM Incident Commander/EMG is notified
- EOC may be activated
- IC contacts GOHSEP (Governor's Office of Homeland Security and Emergency Preparedness)
- Student Health Services participates to the extent appropriate with local health providers
- University Office of Marketing and Communications activates their plan

During the Event:

- Assist Student Health Services and other emergency medical responders with services needed
- Maintain contact with University community (Marketing and Communications)
- Prepare for possible reduction in work force

Most Critical Resources:

- Student Health Services
- Food Services
- University Police
- University Office of Marketing and Communications
- Crisis Counseling
- Residential Life
- GOHSEP (Governor's Office of Homeland Security and Emergency Preparedness)

Section XV. Prolonged Utility Disruptions

20. Utility disruptions for greater than 1 hour (electrical, gas, water, sewer, telecommunications)

Expected Impact:

- If the event is serious, the university may be closed
- Individual classes may be affected
- Potential for loss of hot water, air conditioning and heating systems
- Potential loss to telecommunications and network capabilities
- Environmental contamination
- Generators could be disabled due to loss of natural gas

Action Steps:

- The ULM Incident Commander/EMG is notified
- EOC may be activated
- EOC contacts utility provider and other resources as needed
- Physical Plant monitors situation and maintains contact with utility provider and EOC
- UPD check elevators for stranded passengers during electrical outage
- EOC/Physical Plant activates generators as needed for loss of electrical
- Student Health Services participates to the extent appropriate with local health providers
- University Office of Marketing and Communications activates their plan

During the Event:

- Assist Student Health Services and other emergency medical responders with services needed
- Maintain contact with University community (OMC)

Most Critical Resources:

- Physical Plant
- Utility Providers
- Student Health Services
- Food Services
- University Police
- University Office of Marketing and Communications
- Residential Life