



Safety Newsletter

SAFETY: PROACTIVE VS REACTIVE

Consider this, in a world of hazards and increased injury potential, safety comes in twos: What we do before and what we do after an event. The problem is this, many of us understand how to react, but a lesser number knows how to be proactive by planning, training and documenting to manage the financial and human costs of injuries and illnesses.

Reactive Safety - Occurs after an illness or injury occurs and is usually focused on minimizing the potential of recurrence.

Proactive Safety - Anticipates and strives to prevent an injury or illness from occurring period. This method is always less expensive in the long-term as a result of fewer accidents and injuries.

Q: *How can I become more proactive concerning safety in the workplace?*

A: *Glad you asked. Please see the following:*

- **Inspections:** Inspections or safety walkthroughs should be conducted on a frequent basis and at different times during the work shift. When a potential safety issue is identified, make note of it and report it to the supervisor of the inspected area.
- **Safety Culture:** Encourage the employees to assume more responsibility for workplace safety. Directors, Managers, and Supervisors should visibly support safety compliance
- **Training:** Workplace injuries can sometimes result from a lack of safety training. Safety training is essential! One of the benefits we have in the County of Riverside is the Human Resources Safety Division. Each department has an assigned Safety Coordinator who's responsible for the provision of safety training, inspections and safety consultation. Contact your department's respective Safety Coordinator or the Safety Office at 951-955-3520 for more details.
- **Reporting Near Misses:** OSHA defines a near miss as an incident in which no property was damaged and no personal injury was sustained, but where, given a slight shift in time or

position, damage or injury easily could have occurred. The proactive approach to handling near misses is to mitigate (fix) the hazard prior to the near miss happening again. This is critical because next time, there may not be a "miss". Near misses should be reported to supervision as soon as possible. In the event of the hazardous condition continuing to exist, it's recommended that a Hazardous Reporting Form (401) be filled out and submitted to the County Safety Office.

- **Familiarizing Yourself With the Injury and Illness Prevention Plan (IIPP)-** Each organization shall have as a policy, a written IIPP, as required by State Law, to supplement the existing County Policy. This policy shall identify the person or persons with authority and responsibility for implementing the program. The written program shall also identify the hazards unique to the organization, how they will be dealt with and outline any required training necessary to eliminate, reduce or control them.



Being proactive is simple. Consider the concept of tomorrow beginning today. In this New Year, let's take time to consider all of the above information. Make a plan to start this year strong with new vision, new focus and a commission to be proactive in the workplace.

ACTIVE SHOOTER

An active shooter is a person actively engaged in harming or attempting to harm people in a confined and populated area. In most cases, active shooters use firearms and there is no pattern or method to their selection of victims. The overriding objective appears to harm a large group of people.

Active shooters generally begin shooting at numbers of people without warning. The motives for these behaviors can range from rage, vengeance or mental dysfunction.

Active shooter situations are unpredictable and evolve quickly. Typically, the immediate deployment of law enforcement is required to stop the shooting and mitigate harm to victims. **Because active shooter situations are often over within 10 to 15 minutes, 60 percent of the incidents recorded by the FBI ended before law enforcement arrives. The national average time before law enforcement arrives on the scene is 5-6 minutes. Individuals must be prepared both mentally and physically to deal with an active shooter situation.** The damage can be devastating; excluding the shooters themselves, an average of more than six people are killed or wounded in each incident.

While each active shooter situation is unique, common traits tend to include:

- ◇ Active shooters often go to location where potential victims are close at hand, such as schools, shopping malls, movie theaters workplaces and functions. They usually have some degree of familiarity with the location they choose to occupy.
- ◇ Active shooters assault persons with whom they come into contact-engaging multiple targets and quickly.

- ◇ Active shooters may have a planned attack and be prepared for confrontation with law enforcement.
- ◇ Active shooters typically continue their attack despite this arrival of emergency responders.
- ◇ Active shooters may be suicidal, deciding to die in the course of their actions. Escape is not a priority of the active shooter.

WHEN LAW ENFORCEMENT ARRIVES TO AN ACTIVE SHOOTER SITUATION:



Law enforcement's purpose is to stop the active shooter as soon as possible:

- * Officers will proceed directly to the area in which the last shots were heard.
- * Officers usually arrive in teams of four.
- * Officers may wear regular patrol uniforms or external bulletproof vests, Kevlar helmets other tactical equipment.
- * Officers may be armed with rifles, shotguns or handguns.
- * Officers may use pepper spray or tear gas to control the situation.
- * Officers may shout commands and may push individuals to the ground for their safety.

Responding officers will not necessarily know the identity of the shooter and may treat everyone they encounter as a possible suspect. You may be told to drop to the ground and, until officers are able to resolve the situation, you may be restrained.

How to react when law enforcement arrives:

- Remain calm and follow the officers' instructions
- Keep your hands empty and visible at all times
- Avoid making quick movements toward officers, such as attempting to hold on to them for safety
- Avoid pointing, screaming, and/or yelling
- Do not stop to ask officers for help or direction when evacuating, just proceed in the direction from which officers are entering the premises

Employee Response to an Active Shooter in the INVOLVED area:



Evacuate: If possible evacuate yourself, patients, and visitors to the pre-established evacuation routes.

Be sure to:

- Have an escape route and plan in mind
- Evacuate regardless of whether others agree to follow
- Leave your belongings behind
- Help others escape, if possible
- Prevent individuals from entering an area where the active shooter may be
- Keep your hands visible
- Follow the instructions of any police officers
- Do not attempt to move wounded people
- Call 911 when you are safe

Hide: If an evacuation is not possible, staff should gather visitors, patients, volunteers and lock down the area by:

- Closing and locking doors, if possible, or otherwise restricting access to the area by using large objects as barricades
- Cover windows
- Turn out lights
- Keep low to the ground, and try to hide behind desks or other large objects
- Turn off cell phones, or other noise emitting devices that can reveal your location

Fight or Counter: Take action against the active shooter

As a last resort, and only when your life is in imminent danger, attempt to disrupt and/or incapacitate the active shooter by:

- Acting as aggressively as possible against him/her
- Throwing items and improvising weapons
- Yelling
- Committing to your actions

Employee Response to Active Shooter in UNINVOLVED area:

- Stay where you are unless directed by law enforcement to evacuate the area
- Close and lock doors, if possible, or restrict access to the area by using large objects as barricades
- Cover windows and turn out lights
- Keep low to the ground, and try to hide behind desks or other large objects
- Turn off cell phones, or other noise emitting devices that can reveal your location

IS THE EXTINGUISHER FULLY CHARGED AND WORKING PROPERLY?

Regular maintenance and inspections of your portable fire extinguishers will provide assurance that they will operate effectively and safely if they are needed.

Inspect all extinguishers at least once a month. Use the following checklist as a guide.

1. Is each extinguisher in its designated place, clearly visible, and not blocked by equipment, coats or other objects that could interfere with access during an emergency?
2. Is the nameplate with operating instructions legible and facing outward?
3. Is the pressure gauge showing that the extinguisher is fully charged (the needle should be in the green zone)?
4. Is the pin and tamper seal intact?
5. Is the extinguisher in good condition and showing no signs of physical damage, corrosion, or leakage?
6. Have all dry powder extinguishers been gently rocked top to bottom to make sure the powder is not packing?



NOTE:

If you did not answer yes to all of these questions, have the extinguisher fixed or replaced immediately!