SECTION 11.5
CODE GRAY: COMBATIVE PERSON

PROCEDURES TO BE FOLLOWED IN THE EVENT A COMBATIVE PERSON SITUATION OCCURS AT LOMA LINDA UNIVERSITY

PREPARATION

<table>
<thead>
<tr>
<th>Education &amp; Training</th>
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<td>Faculty and staff are educated to provide a safe and secure environment for students and visitors. Also to assist in managing and/or de-escalating the situation, to gain the cooperation of the abusive person</td>
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<td>- Preventive Management of Assaultive Behaviors for Employees.</td>
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<td>- Workplace Violence Training for All Employees.</td>
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<td>- In-service training (early recognition of potential violent situations, progressive behaviors, response action, and self-defense).</td>
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<td>- BLUE (Basic Learning Units for Employees) Book periodic refresher.</td>
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<td>- Security Department Policies S-3.</td>
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MITIGATION

Combative or abusive behavior can be displayed by anyone; including faculty, staff, students and visitors. Combative or abusive behavior can escalate into a more violent episode.

It is important to recognize any early warning signs. No single sign alone should cause concern, but a combination or any of the following should be a cause for concern and action.

- Direct or verbal threats.
- Intimidation of others by words or actions.
- Refusing to follow policies.
- Hypersensitivity or extreme suspiciousness.
- Holding a grudge.
- Verbalizing hope for something to happen to the other person against whom the employee has the grudge.
- Unable to take criticism of job performance.
- Destruction of property.

RESPONSE

Faculty or staff confronted with or witnessing a combative situation should initiate a Code Gray by calling Security Control Center at ext. 44320.

Information given should include:

- Location of the event
• Name of the individuals involved, if known.
• Circumstances of the incident.
• Physical description of those involved.

Security officers arriving on the scene shall evaluate the situation and take appropriate action. The officer will make additional notifications, as necessary.

Verbal Abuse
• Prepare to provide assistance to the victim.
• Attempt to verbally de-escalate the assailant.
• Call in a second person to take over.
• Add distance and/or barriers between the victim and assailant.

Physical Battery
• Prepare to provide assistance by protecting yourself and others by assisting the victim to stop/deflect blows.
• Create a diversion by putting distance and/or barriers between the victim and assailant.
• Get medical help, if needed.

Assault with a Weapon
• See Code Silver procedure

RECOVERY

Documentation of the incident shall follow LLU policy for documenting Security and Incident Reports. Review of the event shall occur to determine how to prevent/minimize it from occurring again.