Malcolm X College
All Hazards Safety and Security Plan
Malcolm X College All Hazards Safety and Security Plan

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Overview

Malcolm X College

Malcolm X College, one of the seven colleges that make up the City Colleges of Chicago, offers a variety of programs that prepare students to pursue a four-year degree or advance in a career. Malcolm X College has an annual enrollment of approximately 5,000 credit and non-credit students.

Malcolm X College is located near the birth place of the City Colleges of Chicago, Crane Junior College, which was established in 1911 at the corner of Jackson and Oakley. The main campus is located on West Van Buren Street, near the Illinois Medical District.

Malcolm X College offers associate degree, certificate, and short-term training programs that prepare students to transfer to bachelor's degree programs or to move directly into the workforce. English as a Second Language (ESL) courses are offered to help students master the English language, while Adult Education courses prepare students to pass the GED examination. Non-credit classes range from short-term job training/career skills courses to personal development and leisure courses in a wide variety of areas.

Philosophy

The philosophy of Malcolm X College, derived from the philosophy of the City Colleges of Chicago as defined by the Illinois Master Plan for Higher Education and the Illinois Public Community College Act, is to accept all eligible students and to provide them with an education appropriate to their needs, that will allow them to achieve the kind of economic, cultural, and social life they desire.

Planning Approach

As part of the development of the Malcolm X All Hazards Safety and Security Plan, the City Colleges of Chicago engaged in a Security and Risk Assessment process. The objective of the Security and Risk Assessment process is to assess the current state of preparedness for dealing with terrorist and criminal threats, to identify gaps where activities fall short, and to propose measures to improve preparedness and abilities to thwart harmful acts targeting their premises.

Purpose of the Plan

The purpose of the Malcolm X College All Hazards Safety and Security Plan is to describe the coordinated response and recovery to a range of natural and man-made occurrences with the potential to disrupt normal operations of the College and threaten the safety of Malcolm X College students, faculty, and staff. This plan contains four short and long-term strategies for implementing all hazards integrated management:

- Identify opportunities for enhancing coordination and communication within the Malcolm X College system, with the CCC system at large, as well as with state/local agencies and other industry partners.
• Provide training, education, and outreach to enhance core competencies for safety, security, and emergency preparedness throughout the College. Assess the need for integrated training.

• Promote continuous improvement in safety, security, and emergency preparedness throughout the Malcolm X College system. Assess and target resources toward the most frequent types of accidents and security incidents and the most catastrophic risks to students, faculty and staff, and community members.

• Develop and implement continuous improvement and innovation goals for the management of existing and future programs and projects through data collection and analysis and coordinated program reviews.

These strategies are grounded in the all hazards management approach to safety and security throughout the CCC system. In this approach, programs, projects, and activities are not just related but integrated. Integration means regular communication and coordination of common concerns, strategies, and effective practices for all safety, security, and emergency management activities to ensure that improvements in one area do not duplicate or diminish functionalities in another area.

All Hazards Approach to Safety and Security Management

In addition to an integrated approach to planning, this all hazards plan is based on the framework of the four interconnected phases of emergency management: prevention-mitigation, preparedness, response, and recovery. Each phase influences the other three phases. This plan addresses emergency preparedness activities that take place during all four phases of emergency management.

1. Mitigation

As part of the City Colleges of Chicago, Malcolm X College will conduct mitigation activities as an integral part of the emergency management program. Mitigation is intended to eliminate hazards, reduce the probability of hazards causing an emergency situation, or lessen the consequences of unavoidable hazards. Mitigation should be a pre-disaster activity, although mitigation may also occur in the aftermath of an emergency situation with the intent of avoiding repetition of the situation.
2. Preparedness

Preparedness activities will be conducted to develop the response capabilities needed in the event of an emergency. Preparedness is everyone’s responsibility. Malcolm X College departments and offices must develop plans and procedures to assist in the overall implementation and maintenance of emergency plans. Among the preparedness activities included in the emergency management program are:

- Providing emergency equipment and facilities
- Emergency planning, including maintaining this plan and appropriate Standard Operating Procedures (SOP)
- Conducting or arranging appropriate training for emergency responders, emergency management personnel, other local officials, and volunteer groups who assist this jurisdiction during emergencies
- Conducting periodic drills and exercises to test emergency plans and training

3. Response

Malcolm X College will respond to emergency situations effectively and efficiently. The focus of most of this plan is on responding to emergencies. Response operations are intended to resolve a situation while minimizing casualties and property damage. Response activities include warnings, emergency medical services, firefighting, law enforcement operations, evacuation, shelter and mass care, Emergency Public Information (EPI), search and rescue, as well as other associated functions.

4. Recovery

If a disaster occurs, the City Colleges of Chicago will carry out a recovery program that involves both short-term and long-term efforts. Malcolm X College will be part of those efforts. Short-term operations seek to restore vital services to the district community and provide for the basic needs of the public. Long-term recovery focuses on restoring the district to its normal state. The federal government, pursuant to the Stafford Act, provides the vast majority of disaster recovery assistance. The recovery process includes assistance to individuals, businesses, and government and other public institutions. Examples of recovery programs include temporary housing, restoration of district services, debris removal, restoration of utilities, disaster mental health services, and reconstruction of damaged roads and facilities.
Assumptions in the Development of the All Hazards Safety and Security Plan

Emergency planning requires a commonly accepted set of assumed operational conditions that provide a foundation for establishing protocols and procedures. It is standard practice to base planning on potential worst-case conditions. For Malcolm X College, severe weather hazards pose the most probable threat of emergency conditions. Using this as a basis for planning, the following assumptions were incorporated into this plan:

- The majority of students have cell phones that can be used for emergency notification.
- An emergency may occur at any time of the day or night, weekend or holiday, with little or no warning.
- The succession of events in an emergency is not predictable. Therefore, this manual will serve as a guide and may require modifications in order to meet the requirements of the emergency.
- Critical lifeline utilities may be interrupted, including water delivery, electrical power, natural gas, telephone communications, microwave and repeater-based radio systems, cellular telephones, and information systems.
- Regional and local services may not be available.
- Major roads, overpasses, bridges, rapid transit and commuter rail transit, and local streets may be damaged.
- Buildings and structures, including homes, may be damaged.
- Structural damage may cause injuries and displacement of people.
- Suppliers may not be able to deliver materials.
- Contact with families and households of the CCC community may be interrupted.
- People may become stranded at the Colleges, and conditions may be unsafe to travel.
- A disaster that affects Malcolm X College will likely affect the district and the surrounding community, including the city of Chicago and Cook County proper. Therefore, city, county, and federal emergency services may not be available.
- Malcolm X College and the CCC will not receive outside assistance in rapid damage assessment and will need to conduct its own situation analysis and deployment of on-site resources and management of emergency operations in the district while emergency conditions exist.
- Communication and exchange of information will be one of the highest priorities for the Malcolm X Emergency Operations Center (EOC).
- In the event of an emergency, communications between colleges and campuses may be impaired or lost. Malcolm X College will establish a designated emergency operations center and emergency response plan.
Explanation of Terms

The Incident Command System (ICS): Defines the operating characteristics, management components, and structure of emergency management organizations throughout the life cycle of an incident.

Multi-Agency Coordination Systems: Defines the operating characteristics, management components, and organizational structure of supporting entities.

Public Information System: Includes the processes, procedures, and systems for communicating timely and accurate information to the public during emergency situations.

CCC Emergency Command and Operations System: Certain incidents may require activation of the District’s Emergency Command Center operations. This group of district officials will meet at a designated emergency command center (ECC), the front lobby desk at 226 W. Jackson, or any location deemed appropriate and exercise command and control of the incident. Several Emergency Operation Centers (EOCs) may be established during an emergency. These EOCs are special facilities that will allow campus officials to direct and coordinate necessary resources and personnel.

Emergency Public Information (EPI): Information that is disseminated to the public via the news media before, during, and/or after an emergency or disaster.

Hazard Analysis: A document published separately from this plan that identifies the local hazards that have caused or possess the potential to adversely affect public health and safety, public or private property, or the environment.

Hazardous Material (Hazmat): A substance in a quantity or form posing an unreasonable risk to health, safety, and/or property when manufactured, stored, or transported. The substance, by its nature, containment, and reactivity, has the capability for inflicting harm during an accidental occurrence.

Inter-local Agreements: Arrangements, including mutual aid agreements, between the City Colleges of Chicago and governments or organizations, either public or private, for reciprocal aid and assistance during emergency situations where the resources of a single jurisdiction or organization are insufficient or inappropriate for the tasks that must be performed to control the situation.

Standard Operating Procedures (SOP): Approved methods for accomplishing a task or set of tasks. SOPs are typically prepared at the department or agency level.

Emergency Situation: As used in this plan, this term is intended to describe a range of situations, from a minor emergency to a major disaster.
Acronyms

The following is a representative list of acronyms for titles, organizations, functions, teams, committees, and materials that may be encountered during an incident or in responding to an incident at Malcolm X College.

ARC American Red Cross
AVC Associate Vice Chancellor
BEM Building Emergency Manager
CRT College or Campus Response Team
CFR Code of Federal Regulations
CFO Chief Financial Officer
COO Chief Operations Officer
DDF District Director of Facilities
DEC Director of External Communications
DOEP Director of Emergency Preparedness
DOS Director of Security
DRM Director of Risk Management
ECC Emergency Command Center
EHS Environmental Health and Safety
EMC Emergency Management Coordinator
EMS Emergency Medical Services
EOC Emergency Operations Center
EPI Emergency Public information
FBI Federal Bureau of Investigation
FL Floor Leaders
FSFM Facilities Services and Facilities Maintenance
FEMA Federal Emergency Management Administration
FRERP Federal Radiological Emergency Response Plan
GC General Counsel
Hazmat Hazardous Material
IC Incident Commander
IC / QI Incident Commander / Qualified Individual
ICS Incident Command System
ICT Incident Command Team
LEPC Local Emergency Planning Committee
LLEA Local Law Enforcement Agency
NIMS National Incident Management System
NRC National Response Center
NRT National Response Team
NWS National Weather Service
OEMC Office of Emergency Management and Communications
OSHA Occupational Health and Safety Administration
OSIC On-Scene Incident Commander
PIO Public Information Officer
QI Qualified Individual
RACES Radio Amateur Civil Emergency Service
RRT Regional Response Team (Federal)
Objectives and Goals

The goals of the *Malcolm X College All Hazards Safety and Security Plan* are as follows:

- To provide maximum safety and protection for students, visitors, faculty, and staff.
- To ensure that all individuals requiring medical attention in an emergency situation are attended to promptly and efficiently.
- To provide a chain of command to enable maximum use of resources, both within the Malcolm X College system and with district, community, and jurisdictional partners.
- To maintain or restore essential services as quickly as possible following an emergency incident or disaster.
- To protect property, facilities, and equipment.

Community Profile

A number of local and regional authorities, community partners, and first responders help to make up the Malcolm X College emergency response team. These include CCC district officials and staff, the Chicago Office of Emergency Management and Communications, the Chicago Police Department, the Chicago Fire Department, and local hospitals.

Concept of Operations

The *Malcolm X All Hazards Safety and Security Plan* is designed to provide a framework and guidance for coordinated response to minor emergencies, major emergencies, and disasters. This plan does not replace the procedures for safety, hazardous material response, or other emergency measures already established at the College. Instead, it supplements these existing procedures with a temporary crisis management structure, which provides for an immediate focus on response operations and an early transition to recovery operations.

The *Malcolm X All Hazards Safety and Security Plan* is an “all-hazards” document. In other words, it contains concepts, policies, and procedures that apply regardless of the nature or origin of an
emergency or disaster, and it is not designed to address unique conditions that result from a particular hazard or event. The plan does, however, provide a framework within which emergency operations staff and other relevant department and agency personnel work together.

Because this plan is designed as a flexible management system, part or all of it may be activated as appropriate to a situation. Although it is based on a worst-case scenario and provides for the critical functions and roles of Malcolm X College during disaster response, its general procedures for the management of information, activities, and operations can be applied as needed during any level of emergency.

The planning in this manual is based on the Incident Command System (ICS), a management structure adopted throughout the U.S. and international communities. It also stems from the National Incident Management System (NIMS) and various U.S. Department of Homeland Security Presidential Decision Directives. Accordingly, this plan’s approach to emergency management is rooted in a four-phase structure: mitigation, preparedness, response, and recovery. Each of the phases contains a critical district or college procedure for emergencies. This provides for a smooth transition to restoring normal services and implementing recovery programs.

The City Colleges of Chicago has established an incident command system. In an emergency, the CCC would initiate the incident command system. The CCC incident command system is consistent with National Incident Management System (NIMS) requirements. The CCC incident command system is composed of the Incident Command, command staff, and general staff as shown below.
In an emergency, Malcolm X College staff will participate in the CCC incident command system as directed and appropriate, in alignment with the City Colleges of Chicago All Hazards Safety and Security Plan. In the event of an emergency, the Malcolm X College internal incident command system will become operational.

**Line of Communication and Succession**

For emergencies requiring localized response within the Malcolm X College system itself, staff members will follow NIMS Incident Command protocol. The Malcolm X College Incident Commander is in charge of the response and staff report to the Incident Commander for the duration of the response. The Incident Commander will be the College President when the incident impacts the Malcolm X College campus and/or the Malcolm X satellite campus, West Side Learning Center. For incidents involving more than one campus in the CCC system or the scope of the emergency is such that additional external resources are required, the Vice Chancellor for Safety and Security will be the Incident Commander.

When incidents require first responders, a unified command structure led by the first responders will be in place. When first responders become involved, the CCC Incident Commander will transfer command to the Unified Command. When the incident response is concluded, command will be transferred back to the CCC Incident Commander, who depending on the nature of the incident and response, may or may not transfer command to the Malcolm X College Incident Commander.
The line of succession for Malcolm X College is as follows:

- President
- Vice President
- Dean of Student Services

The line of succession for the Malcolm X College Director of Security is as follows:

- Assistant Director of Security
- Lead Supervisor on Duty

The lines of succession for each department will be in accordance with the SOPs established by those departments.

**Plan Development, Review, and Maintenance**

The Malcolm X College *All Hazards Safety and Security Plan* will be reviewed annually and revised as appropriate and necessary. The Vice Chancellor for Safety and Security is responsible for plan changes, updates, and revisions and will ensure that plan changes are communicated and distributed appropriately.

Interim revisions will be made when one of the following occurs:

- A change in a college site or facility configuration that materially alters the information contained in the plan or materially affects implementation of the plan;
- A material change in response resources;
- An incident occurs that requires a review;
- Internal assessments, third party reviews, or experience in drills or actual responses identify significant changes that should be made in the plan;
- New laws, regulations, or internal policies are implemented that affect the contents or the implementation of the plan; or
- Other changes deemed significant.
Levels of Emergency and Response

The City Colleges of Chicago defines and classifies emergencies using a three-level system. Each classification or level of emergency has a corresponding level of response, according to increasing severity. The severity of an incident will be identified by the incident commander (IC) or the first qualified individual to arrive at the scene of the incident. The severity level of the incident may increase or decrease during response activities, requiring the level of response to be adjusted. The severity of an incident is determined by the threat to the safety of the District community and property, as well as the ability of the CCC to handle the incident.

- **Level 1 Emergency**: A minor emergency situation that is limited in scope and potential effects, which involve:
  - A limited area and/or limited population
  - An evacuation or in-place sheltering, typically limited to the immediate area of the incident
  - The provision of warnings and public instructions in the immediate area, not district-wide
  - Incident management by one or two local response agencies or departments acting under the IC, with requests for resource support being handled through agency and/or departmental channels and limited external assistance from other local response agencies or contractors.

- **Level 1 Response**: Level 1 incidents/events are the least severe of the three levels of emergencies. Normal district response services will be able to deal with the incident/emergency without activation of an EOC. The incident may result in minor injury to members of a college or campus community and minor damage to district facilities, and will affect a single localized area of a campus.

- **Level 2 Emergency**: A major emergency situation that is larger in scope and more severe in terms of actual or potential effects than a Level 1 Emergency. Characteristics of a Level 2 Emergency include:
  - A large area, significant population, or important facilities
  - The implementation of large-scale evacuation or in-place sheltering, and implementation of temporary shelter and mass care operations
  - District-wide warning and public instructions
  - A multi-agency response operating under the IC
  - External assistance from other local response agencies, contractors, and limited assistance from state or federal agencies
  - Activation of the ECC and one of the EOCs to provide general guidance and direction, coordinate external support, and provide resource support for the incident
- **Level 2 Response**: Level 2 incidents/events require activation of one or more EOCs, with the possibility of activating the ECC. Coordination between several district departments will be required for an effective response to the incident. The incident may result in major damage to district facilities or severe injury to members of the campus community. A Level 2 incident may affect one or more areas of the district campuses.

- **Level 3 Emergency**: A disaster involving the occurrence or threat of significant casualties and/or widespread property damage that is beyond the capability of the district and local government to handle with its organic resources. A Level 3 Emergency involves:
  - A large area, sizable population, and/or important facilities
  - The implementation of large-scale evacuation or in-place sheltering, and implementation of temporary shelter and mass care operations
  - Community-wide warning and public instructions
  - Response by multiple local response agencies operating under one or more IC(s)
  - Significant external assistance from other local response agencies, contractors, and extensive state or federal assistance
  - Activation of the ECC and EOCs to provide general guidance and direction, provide emergency information to the public, coordinate state and federal support, and coordinate resource support for emergency operations

- **Level 3 Response**: Level 3 incidents/events are those in which disaster conditions are present. Response will require activation of numerous EOCs and activation of the ECC. A Level 3 incident may result in major damage to several district facilities, mass casualties, and severe injury to members of the CCC community. The incident will not be localized to a single area and may affect the entire district. The district may need to request assistance from several external support teams at the local, state, and federal level in order to properly respond to the incident.
Emergency Plan Activation

An emergency is an unplanned event or incident that can shut down operations, cause physical or environmental damage, cause significant injury or death to employees, students, visitors, or the public, or threaten Malcolm X College’s public image. Emergency management is the process of preparing for, mitigating, responding to, and recovering from an emergency. The All Hazards Safety and Security Plan is the cornerstone of this process and provides for a coordinated response and a clear line of command.

The following will trigger implementation of this emergency operations plan:

1. Notification of a campus emergency to the President, senior staff, and/or other appropriate individuals by the Director of Security or designee.
2. Notification of a campus emergency by a reliable source of information.
3. A routine outage response that escalates and is deemed major by the Engineering Department.
4. Severe weather-related problems that threaten campus operations.
5. A major crisis, either man-made or natural.

Should an emergency occur requiring the activation of this emergency plan, an Emergency Operation Center (EOC) may need to be established. The President of Malcolm X College or designee will establish the EOC and assume the role of Incident Commander (IC). Should the emergency require the implementation of an Emergency Command Center, the Vice Chancellor for Safety and Security or designee will establish the ECC and assume the role of IC.

Communication concerning the activation of the emergency plan, the establishment of the EOC or ECC, and pertinent ongoing messages concerning the emergency will be sent through the CCC Alert system to inform employees, students, and visitors in the affected areas. The communication will include instructions for action. Emergency notifications are prepared and maintained by the Director of External Communications to facilitate prompt and thorough communication.

Should the incident affect telephone and computer systems, communication will take place through the Building Emergency Managers (BEMs) in the affected area via verbal communication and radios.

Authorities and References

The following laws and other source documents establish the legal basis for the all-hazards emergency responsibilities for the City Colleges of Chicago.

Federal

- Robert T. Stafford Disaster Relief & Emergency Assistance Act (as amended), 42 USC§ 5121
- Emergency Planning and Community Right-to-Know Act, 42 USC Chapter 116
- Emergency Management and Assistance, 44 CFR
Malcolm X College All Hazards Safety and Security Plan

- Homeland Security Act 2002
- National Incident Management System
- National Response Framework
- Nuclear/Radiological Incident Annex of the National Response Plan
- Higher Education Opportunity Act (Public Law 110-315)
- Dear Colleague Letter, USDE Title IX

State of Illinois

- Campus Security Enhancement Act (29 ILL. ADM. CODE 305)
- Illinois Administrative Code Title 29, as amended
- IEMA Administrative Rule on Local Emergency Operations Plans
- "Good Samaritan Laws" Chapter 225, Illinois Compiled Statutes Act
- 60/30, 65/5.1 and Chapter 210, Illinois Compiled Statutes Act 50/17
- Illinois Emergency Interim Executive Succession Act

Local

- Chicago Office of Emergency Management and Communications

References

- Federal Response Plan (FRP), April 1992
- Illinois Plan for Radiological Accidents (IPRA), 1995
- Illinois Plan for Radiological Accidents - Clinton
- National Response Team (NRT) 1 and 1A, 1988
- Illinois Hazard Analysis
- P&K-8, "Shelter Management Handbook"
- TR-87, "Standards for Fallout Shelters"
- Handbook of Chemical Hazard Analysis Procedures
- Illinois Emergency Operations Plan (IEOP)
Hazard Profile and Vulnerability Assessment

Malcolm X College Facilities

The Malcolm X College main campus is comprised of one five-story building. There is a full-day Child Development Center on campus. The campus is located in an urban area.

Hazard Identification

As part of the Security and Risk Assessment Process, Malcolm X College has and will continue to, identified potential hazards that may pose a threat to the students, faculty and staff, and visitors of the College. These potential hazards have been identified through a process of survey and information gathering as well as on-site observation and analysis.

Preventive and Mitigation Measures

As part of the district Security and Risk Assessment process, the College and the CCC system staff will identify preventive and mitigation measures deemed necessary to reduce the possibility of threat on the Malcolm X campus. In addition, following any crisis, Malcolm X College and CCC will evaluate the incident and response to determine if additional preventive and mitigation measures need to be implemented.

Direction and Control

Every Malcolm X College employee and student plays a role in a campus emergency. All students, staff, and faculty are expected to be familiar with emergency procedures required by the All Hazards Safety and Security Plan. This will be accomplished through training and exercises as mandated by the Campus Safety Enhancement Act.

The City Colleges of Chicago maintains the district emergency command center (ECC) and the emergency operations centers. During district-wide emergencies, the ECC serves as the command center for the CCC’s response and recovery operations. A variety of communications tools are employed by the ECC and EOCs to aid in the receipt and release of vital information. The ECC/EOC bring together decision makers to coordinate the flow of information and strategy development. A variety of organizations and government agencies may be represented during an ECC or EOC activation, depending on the type and severity of emergency.

Campus emergencies are typically reported to the Campus Security first. This could be through the Chicago Office of Emergency Management and Communications, on-campus emergency phones, local phones, weather radios, weather sirens, or other means. The security staff on duty will contact the campus Director of Security or designee immediately when the reported incident is expected to have campus-wide impact or involve many resources or multiple hours of time to mitigate.

When the director or designee determines that the incident falls into the category of major emergency as defined in the All Hazards Safety and Security Plan, he or she will immediately contact members of
the Campus Threat Response Team. If the director or designee determines that the threat to the campus is imminent, any one member of the Campus Threat Response Team thus contacted has the authority to activate this plan.

The district’s emergency facilities involve the following aspects:

1. **The Malcolm X Emergency Command and Control System**
   The EOC will be located in the main building, 1900 W. Van Buren, Room 1208. Additional locations will be determined by the IC, if necessary.

2. **The Malcolm X Campus Threat Response Team**
   The following are the members of the Malcolm X Campus Response Team:
   - College President
   - College Vice President
   - Executive Business Manager
   - College Director of Security
   - Chief Engineer
   - Dean of Student Services
   - Dean of Academic Instructions
   - Dean of Careers and Health Programs
   - District Director of Security
   - District Director of Public Relations
   - General Counsel
   - Director of Risk Management
   - Associate Vice Chancellor – Admin. Services
   - Vice Chancellor – Finance
   - Inspector General

3. **General Campus Response Team Responsibilities**
   - The committee will assess the nature and severity of the threat and develop an appropriate plan of response. Committee members will be assigned specific responsibilities related to the plan of response. The response plan may include, at a minimum, description of the identified warning signs, establishment of a potential threat risk level, additional investigation as necessary, provision of support services if appropriate, case preparation for hearings as appropriate, and dissemination of warning information.
   - The chairperson will oversee the implementation and completion of the action plan and will communicate progress to committee members and others as needed.
   - The committee will conduct a final review and evaluation of each case, with follow-up assignments to monitor the progress of the case as appropriate.
The chairperson will be responsible for overseeing the preparation and proper maintenance of case records. Case records will be maintained as follows:

- For students, in the Office of the Dean of Students.
- For faculty, in the Office of Academic Affairs.
- For staff and members of the public, in the Department of Human Resources.

4. **Emergency Operations Center**

Upon the occurrence of an incident, an incident command post, referred to in this plan as an Emergency Operations Center (EOC), will be established in the vicinity of the incident site(s). The IC will be responsible for directing the emergency response and managing the resources at the incident scene. The IC will also determine if any other EOCs need to be established.

5. **ECC Activation**

The following individuals are authorized to activate the ECC:

- The Vice Chancellor of Safety and Security and the President of Malcolm X College or designee

The President or designee will serve as the Incident Commander (IC) until relieved by the Vice Chancellor for Safety and Security. The IC is responsible for determining, prioritizing, and coordinating all response actions and providing emergency information and communications to CCC district staff and the campus community as appropriate. The IC will utilize appropriate and applicable communications methods as outlined in the Communications Annex of this document.

- The Vice President of Malcolm X College or designee will implement the response actions and will work with the Director of Security to alert and direct the Building Emergency Managers (BEMs).

- The Building Emergency Managers will direct faculty, staff, and students during an emergency response, including an evacuation, shelter-in-place, or lockdown. The BEMs will report status and activities to the Director of Security during an emergency response.

- The Director of Security will provide direction, assistance, and communication to BEMs during an emergency response. The Director of Security will also assist first responders, should they be involved in the emergency response.

- The Chief Engineer, Executive Business Manager, and Dean of Student Services will provide information about available resources and incident status, as well as assist in developing strategies for response.

The IC will utilize the CCC Alert system to inform students, faculty, and staff in an affected area about the emergency situation and the response, including instructions for action. The District
Director of External Communications maintains prepared emergency notifications to help facilitate prompt and effective communication during an emergency response.

In the event that telephone and communications systems are down, communication will take place through the BEMs. Contact will be made with those in the affected area through radio and verbal communication.

6. **General ECC/EOC Responsibilities**

The general responsibilities of all ECC/EOCs are to:

- Assemble accurate information on the emergency situation and current resource data to allow local officials to make informed decisions on courses of action.
- Determine and prioritize required response actions and coordinate their implementation, working with representatives of emergency services.
- Provide resource support for emergency operations.
- Suspend or curtail services, or recommend the closure of schools and the cancellation of public events.
- Organize and activate large-scale evacuation and mass care operations.
- Provide emergency information to CCC district staff.

7. **EOC Staffing**

Representatives of those departments and agencies assigned emergency functions in the Malcolm X College Emergency Response Manual will staff the EOCs.

**Communications**

Rapid and timely communication of information to the CCC District Office during emergency situations is critical. In addition, accurate and timely communication of information to incident response personnel is required for adequate response to emergency incidents. The City Colleges of Chicago utilizes several means of communication in managing varying levels of incidents. The CCC Alert system is the primary means of communication to all members of the CCC community in the event of an emergency. This system can be activated by the Director of External Communications at the CCC District Office or by the following Malcolm X College officials: the President, Vice President, Dean of Student Services, or Director of Security.

Through CCC Alert, students, faculty, and staff can receive emergency alerts via CCC and personal e-mail accounts, mobile and home phone numbers, and text messages. The CCC Alert system will be tested for proper functionality three times per year at the beginning of each semester and summer session in accordance with the Office of Safety and Security. It is the responsibility of each member of district Colleges and departments involved in emergency management to be familiar with these means of communication. Individuals must also ensure that their personal contact information and the contact
information of their subordinates is up to date and accurate in order for proper communication. Discrepancies in contact information will be addressed as soon as possible.

**Link System**

The Link System allows individuals to send an SMS text or instant message to security via computer in the event of an emergency.

**District and Campus Web Page**

Up-to-date information regarding the status of the district is always available on the district and campus Web pages. During and following emergency situations, information as it applies to the district public will be posted on these Web pages as it becomes available, including information about such things as district closure, etc. Other information will be posted as deemed appropriate.

**Public Address System**

Outdoor speakers are located in several places on the Malcolm X campus in order to alert students, faculty, staff, and visitors on college grounds of an emergency. Both warning tones and voice messages will be used to direct those who are in audible range of the outdoor speaker system. The audible tones and voice messages will direct all personnel to seek shelter inside. Additional information will be provided through the campus emergency alert system (EAS), which distributes messages to campus e-mail and cell phones.

**District Group E-mail**

As part of the CCC Emergency Alert System, mass e-mails will be used to provide students, faculty, and staff with information regarding potential threats to the safety and security of the campus community. E-mails will also be used as a way to notify students, faculty, and staff of emergency situations and keep them updated on the situation. The district employs the following types of e-mails:

- **Informational:** Any communication that increases the awareness of campus activities, events, or services (e.g., parking disruptions); district employees and students may unsubscribe from receiving informational messages via the district group e-mail system.

- **Operational:** Communication that requires some action on the recipient’s part or a required notification by the district (e.g., a message about benefits eligible information).

- **Official:** A non-urgent communication from an executive officer (e.g., a message from the district chancellor).

- **Urgent:** An urgent announcement from an executive officer regarding an imminent event, such as the school closing.

**Local Media**
The City Colleges of Chicago sends press releases and makes calls to contacts on a local media list. Because of the transient nature of our population, the district depends a great deal on broadcast media to notify students, faculty, and staff of emergencies before or during their commutes.

**Text Messaging**

CCC emergency officials have the ability to disseminate important information via text message directly to the cell phones of users subscribed to the service. This provides emergency officials with another option to communicate with Malcolm X College faculty, staff, and students during a crisis.

**Voicemail to Office, Home, and Mobile Telephones**

This tool leaves a voice message on every faculty and staff member’s office phone on campus as well as voice messages to home and mobile phone numbers as provided through CCC Alert.

**Telephone Tree**

Certain Malcolm X College offices implement a telephone tree of departmental contacts that is initiated during an emergency.

**Warning**

Primary responsibility for these functions is assigned to the campus emergency communications center as supervised by the Director of Security and/or the President. Emergency tasks to be performed include the following:

- Receive information on emergency situations.
- Alert key district officials of emergency situations.
- Disseminate warning information and instructions to the district through available warning systems.
- Disseminate warnings and instructions to special facilities.
- Provide updates to the campus community as directed.

In the event of an incident or emergency, the President of Malcolm X College or designee is responsible for notifying CCC district staff so that warnings can be communicated throughout the CCC system as appropriate. The Director of Security announces campus emergency warnings and evacuations via the campus public address system.

**Emergency Public Information**

Primary responsibility for these functions is assigned to the director of communications who will prepare and maintain the Communications plan and supporting SOPs. Emergency tasks to be performed include the following:
Identify the external communications systems available within the local area and determine the connectivity of these systems.

Develop plans and procedures for coordinated use of the various communications systems available outside and within the district.

Determine and implement means of augmenting communications during emergencies, including support by volunteer organizations.

Evacuation

Primary responsibility for these functions is assigned to the campus Director of Security, who will maintain the College and Campus Emergency Plans and supporting SOPs. Emergency tasks to be performed include the following:

- **Building Emergency Manager (BEM) Responsibilities:** The Malcolm X College Director of Security will serve as the Building Emergency Manager, and alternate managers should be assigned to perform BEM functions when the primary manager is not available. The BEM is responsible for the following planning activities:
  - Developing an evacuation plan for her/his building
  - Assigning personnel to perform various evacuation functions
  - Maintaining a written copy of the evacuation plan
  - Training building occupants in the evacuation plan
  - Conducting periodic evacuation drills
  - Revising the evacuation plan as necessary
  - Assigning and training floor managers (FM)
  - Assigning and training sector coordinators (SC) when necessary

- **Faculty Responsibilities:** Faculty members are responsible for notifying their floor/department leader of students who require evacuation assistance. Faculty members are responsible for ensuring that students who require evacuation assistance report to their designated staging area. Faculty members should ensure disabled students are being assisted and notify Security if students requiring assistance are at the staging area. It is the responsibility of all district faculty members to point out their building emergency evacuation routes and emergency procedures to students at the beginning of each semester.

- **Staff Responsibilities:** Upon activation of the building alarm, designated staff members are responsible for ensuring that occupants with special evacuation needs are aware of the alarm condition and respond to their designated staging area. The floor or department leader is responsible for assigning personnel to perform this function.

- **District Evacuation Functions:** Primary responsibility for these functions is assigned to the Campus Director of Security—in coordination with the local officials—who will prepare and maintain the Evacuation plan and supporting SOPs. To ensure safe evacuation during a high-level emergency or disaster, the Campus Director of Security shall:
Malcolm X College All Hazards Safety and Security Plan

- Identify areas where evacuation has already taken place or where it is necessary, and determine at-risk population.
- Perform evacuation planning for known risk areas, including route selection and determination of traffic control requirements.
- Develop simplified planning procedures for ad hoc evacuations.
- Determine emergency public information requirements, coordinated with Public Information Officer (PIO/DEC).

Special Populations

**Child Care Center**
For the Malcolm X College Child Care Center, unannounced evacuation drills are conducted monthly. Two emergency exit routes are designated for each location in the building. These evacuation routes are posted. In addition, the Child Care Center conducts two shelter-in-place drills per year. Children will be evacuated first in all emergencies that require evacuation from the campus or Child Care Center area.

**Students and Staff with Disabilities**
Students, faculty, and staff with disabilities who need assistance exiting the building are asked to provide a copy of their schedule and/or office location to head of the Disability Access Center. The Disability Access Center provides a list of locations of people with disabilities to the Malcolm X College Security Office. Faculty and staff are to ensure that people with disabilities are being assisted during an emergency or evacuation.

**Mass Care**
Primary responsibility for these functions is assigned to the Vice Chancellor for Safety and Security, who will coordinate efforts with internal and external partners. Emergency tasks to be performed include the following:

- Performing emergency shelter and mass care planning
- Coordinating and conducting shelter and mass care operations with other departments, relief agencies, and volunteer groups

**Health and Medical Services**
Primary responsibility for health and medical services functions is assigned to the Chicago Department of Public Health.

**Resource Management**
Primary responsibility for these functions is assigned to the Vice Chancellor for Safety and Security and Vice Chancellor for Administrative Services and Procurement. Emergency tasks to be performed include the following:

- Maintaining an inventory of emergency resources
- Locating supplies, equipment, and personnel to meet specific needs during emergency operations
- Maintaining a list of suppliers for supplies and equipment needed immediately in the aftermath of an emergency
- Establishing emergency purchasing procedures and coordinating emergency procurements
- Establishing and maintaining a personnel reserve, and coordinating assignment of reserve personnel to departments and agencies that require augmentation
- Coordinating transportation, sorting, temporary storage, and distribution of resources during emergency situations
- Establishing staging areas for resources if required
- Identifying to the Donations Management Coordinator those goods, services, and personnel that are needed during emergency operations
- Maintaining records of emergency-related expenditures for purchases and personnel
Campus Violence Prevention Plans, Violence Prevention Committees, Supportive Intervention Team and Campus Response Team

Malcolm X College is committed to a safe, secure, non-violent environment for all students, faculty, staff, and visitors. This plan represents the college’s policy on the prevention and reduction of violence. The Malcolm X Campus Violence Prevention Plan (CVPP) is based on principles of early intervention and engagement to prevent violence.

In order to help ensure a safe, secure, non-violent environment, Malcolm X College has developed a comprehensive Campus Violence Prevention Plan. In developing the plan, Malcolm X College followed the policies, guidelines, and statutes listed below.

Related Policies, Statutes, and Laws

- Conduct and Discipline and Illinois Criminal Code (720 ILCS 5/1-1.et.seq)
- Sexual Assault—Illinois Criminal Code
- State of Illinois Campus Security Enhancement Act (CSEA-110 ILCS 1/1.et.seq)
- Illinois Mental Health and Developmental Disabilities Mental Health Code (405 ILCS 5/1-100.et.seq)
- Illinois Mental Health and Developmental Disabilities Confidentiality Act (740 ILCS 110/1.et.seq)
- Clery Campus Security Act
- Campus Sex Crimes Prevention Act of 2000 (CSCPA)
- Title IX
- CCC Student Disciplinary Policy
- CCC Sexual Harassment Policy
- CCC Faculty Grievance Procedures

Prohibited Conduct and Sanctions

As part of the City Colleges of Chicago, Malcolm X College prohibits the possession of weapons, including carrying, maintaining, or storing firearms, on any college or campus facility when not required by the individual’s job or in accordance with relevant district policies or state statutes. Appropriate disciplinary action, including arrest and prosecution, will be enacted for any person discovered to possess a firearm or weapon on district property.

Prohibited conduct considered unacceptable by the district and which will subject the individual(s) to disciplinary action in alignment with district policy includes, but is not limited to, the following:

- Threat of or actual physical injury to others;
- Physical or verbal behavior that creates a reasonable fear of injury;
- Physical or verbal behavior that results in significant emotional distress to an individual(s);
- Physical or verbal behavior or threatening violent behavior, whether actual or perceived, based on race, ethnicity, gender, sexual orientation, or other protected status;
- Threat of or actual defacement and/or damage of property;
Sexual assault or harassment, including stalking and dating or domestic violence;
Brandishing a weapon or firearm; or
Retaliation against any individual(s) who reports a violation of these guidelines.

In addition to prohibited conduct, the Malcolm X College CVPP has identified thresholds of conduct that the district deems to be unacceptable as well as indicators of possible future violent action. These include the following:

- Significant violent ideations or the expression of violent ideas or the intent to harm others;
- Suicidal threat, attempt, or significant suicidal ideation;
- Pattern of physical or emotional bullying;
- Attempting to control processes, outcomes, or decisions that are inappropriate given the person’s standing or position;
- Delusional ideations or behavior;
- Excessive, inappropriate, and/or illegal alcohol or drug use.

**Members and Structure**

As part of the Malcolm X College CVPP, a designated Campus Violence Prevention Committee, Campus Threat Assessment Team, and a Campus Response Team have been formed. The Committee members and structure are outlined below.

1. **Campus Violence Prevention Committee**

   The Campus Violence Prevention Committee serves as a resource to provide support, assistance, research, and policy review in regard to violence prevention on campus. As a part of this plan, the Campus Violence Prevention Committee shall be responsible for the following:

   - Incorporating violence prevention strategies into related policies and/or procedures;
   - Encouraging zero tolerance policy statements that reaffirm violence prevention strategies;
   - Integrating existing campus programs and policies that deal with associated issues (e.g., workplace violence, suicide prevention, anti-bullying, stigma reduction, sexual assault prevention); and
   - Evaluating physical facilities and grounds and making recommendations to improve safety and further the goal of violence prevention.

   The committee shall develop strategies toward the prevention of violence on campus, which may include but not be limited to determining methods of communication and education of the college community with regard to violence prevention, safety measures, and environmental security enhancement of college and district property. The committee shall create bylaws and policies under which it shall operate in order to fulfill its purpose.
The Malcolm X College Campus Violence Prevention Committee Members include representatives from the following departments:

- Safety and Security
- Student Affairs
- Dean of Students
- Counseling Center Service
- Offices of Human Resources
- Engineering
- Information Technology Services
- Faculty Council
- Wellness Center
- Student Representative

2. **Supportive Intervention Team**

The Supportive Intervention Team (SIT) is chaired by the College President, and members of the team are appointed by the President. The SIT is responsible for the following:

- Conducting a review of the Campus Violence Prevention Plan (CVPP) annually or as required by circumstance. This review will include:
  - Evaluation of the effectiveness of the plan and the College’s violence prevention programs.
  - Identification of potential or existing risks, including analyzing reports and data to identify high-risk departments, programs, activities, or locations.

- Implementing crisis management plans in response to credible threats and acts of violence.

- Delegating responsible departments to participate in emergency response tabletop exercises.

- Coordinating the development of educational outreach activities for students and employees to increase awareness.

- Providing training on campus/workplace violence as appropriate.

- Reviewing and assisting with the development of threat response and assessment policies and procedures.

- Communicating internally with students and employees as necessary regarding issues related to campus violence prevention.

The following individuals are members of the Malcolm X Supportive Intervention Team:

- College President
3. **Campus Response Team**

The Campus Response Team at Malcolm X College is chaired by the College President. Members of the team are appointed by the College President. The Campus Response Team provides response and coordinates support services in the event of a crisis or emergency. The Campus Response Team will meet once a semester or whenever appropriate to review issues related to crisis or emergency response.

The Malcolm X Campus Response Team is responsible for the following:

- The committee will assess the nature and severity of the threat and develop an appropriate plan of response. Committee members will be assigned specific responsibilities related to the plan of response. The response plan may include, at a minimum, description of the identified warning signs, establishment of a potential threat risk level, additional investigation as necessary, provision of support services if appropriate, case preparation for hearings as appropriate, and dissemination of warning information.
- The chairperson will oversee the implementation and completion of the action plan and will communicate progress to committee members and others as needed.
- The committee will conduct a final review and evaluation of each case, with follow-up assignments to monitor the progress of the case as appropriate.
- The chairperson will be responsible for overseeing the preparation and proper maintenance of case records. Case records will be maintained as follows:
  - For students, in the Office of the Dean of Students.
  - For faculty, in the Office of Academic Affairs.
  - For staff and members of the public, in the Department of Human Resources.

The members of the Malcolm X Campus Response Team are as follows:

- College President
- College Vice President
- Executive Business Manager
- College Director of Security
- Chief Engineer
Malcolm X College All Hazards Safety and Security Plan

- Dean of Student Services
- Dean of Academic Instructions
- Dean of Careers and Health Programs
- District Director of Security
- District Director of Public Relations
- General Counsel
- Director of Risk Management
- Associate Vice Chancellor – Admin. Services
- Vice Chancellor – Finance
- Inspector General

Integration of Policies

The CCC CVPP is incorporated as part of the CCC All Hazards Safety and Security Plan. The activities of the CVPP fall under the oversight of the Vice Chancellor for Safety and Security and are in alignment with the overall district emergency management plan as defined in the AHSSP. Crisis management will be conducted in accordance with the overall policies and procedures outlined in the AHSSP.

Activities

Based on research in violence prevention, Malcolm X College acknowledges the following factors to be key in reducing violence:

1. A strong sense of community and connection;
2. An increased sense of security with security/police presence;
3. Enhanced social skills; and

The Malcolm X Campus Violence Prevention Committee will be responsible for evaluating current college/campus initiatives designed to address these four factors as well as advising college and district staff on new activities or initiatives to increase these four factors. Information concerning these initiatives will be distributed through the CCC Security home web page.
## Incident Communications Matrix

### City Colleges of Chicago

#### Incident Communications Matrix

<table>
<thead>
<tr>
<th>Incidents</th>
<th>CPD</th>
<th>CFD</th>
<th>Safety Officer/ Director of Security</th>
<th>College President</th>
<th>Building Engineer</th>
<th>VCS&amp;S</th>
<th>Chancellor’s Office</th>
<th>ED, Marketing &amp; Communications</th>
<th>Director of Risk Management</th>
<th>Chief Operations Officer</th>
<th>VCA&amp;S</th>
<th>Chief Financial Officer</th>
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<td>Minor Fire</td>
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### Notification

- **I** Initial Notification
- **I*** Initial Notification
- **A** Require Immediate Notification of the Incident
- **B** Require Immediate Notification at the Direction of the VCS&S
- **C** Notify at the Direction of the Emergency Incident Command
## AHSSP Training Matrix

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<tr>
<th>TRAINING</th>
<th>District/College Administration</th>
<th>Faculty</th>
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**Key:**

- **A** = Annually
- **B** = Biannually
- **S** = Once per Semester/Summer Session
- **M** = Monthly
- **T** = Once Every Three Years
- **O** = One-Time Training