



# MARION PUBLIC LIBRARY

## EMERGENCY & DISASTER PLAN

### **PURPOSE**

The Marion Public Library has adopted this Emergency & Disaster Plan to ensure precautionary, response, and recovery measures to an emergency or disaster threatening to impact or immediately impacting the library's facilities, materials, staff, or community members.

The primary goals of the Marion Public Library's Emergency & Disaster Plan are to establish:

- The roles and responsibilities during all phases of an emergency or disaster
- Preparedness activities and response measures
- Coordination and decision making processes

The Emergency & Disaster Plan is designed to preserve the continuity of core library resources and services as best as possible, minimize economic loss, and achieve recovery.

### **ADMINISTRATION**

The In-House Emergency Team, led by the manager, administers the Emergency & Disaster Plan. This includes activating the plan, establishing an internal communications network, and coordinating all recovery activities. If, for any reason, the manager is unable or unavailable to lead the team, administrative authority shall be passed to the assistant manager.

The In-House Emergency Team will include the Manager, Board President, and assistant manager/senior staff, etc.

### **RISK ASSESSMENT**

Risk Assessment is the determination of potential events, emergencies, and disasters that could cause service interruptions. The manager and In-House Emergency Team will periodically evaluate the library and its facilities to minimize the threat of emergency or disaster and to formulate response plans to emergencies or disasters.

Activities include:

- Identify possible hazards
- Analyze strengths, weaknesses, and vulnerabilities of the library's ability to handle emergencies and disasters
- Engage in preventive building maintenance
- Inventory collection, equipment, furniture, electronics, and supplies
- Implement thorough cleaning and disinfecting procedures
- Implement consistent opening and closing procedures
- Provide regular staff training on key locations of building turn offs and items listed below

Parts of the Risk Assessment activities may include consultation with the Marion Central School District, insurance agent, Pioneer Library System staff, and other local experts and stakeholders.

## **STAFF TRAINING**

Regular staff training may help reduce the risk of an emergency or disaster. Training prepares the staff to safely and appropriately respond to an emergency or disaster to minimize damage or injury should an emergency or disaster occur.

Staff training will include an annual review of this Emergency & Disaster Plan. Staff training may also include, but is not limited to, the following topics:

- CPR Training
- First Aid Training
- Drills
  - Fire
  - Active Shooter
  - Lockdown
- Formal response and recovery workshops
  - Handling wet and damaged collections
  - Workplace health and safety
  - Proper use of protective clothing and equipment
  - Exposure to hazardous materials/mold
- Departmental cross training
- Mental Health

All staff should be included in training activities.

## RESPONSE & RECONSTRUCTION

In general, the Manager and In-House Emergency Team will respond to an emergency or disaster according to the following outline. Some circumstances will require deviation from this sequence in order to best serve the safety and health of the library staff and community.

- Address emergency or imminent danger to the library's facility, materials, staff, or community
- Notify appropriate personnel
- Assess the extent of the damage
- Document in detail
  - Complete incident report with as much witness detail as possible
  - Take inventory of materials, items, supplies, or equipment
  - Take pictures of materials, items, equipment, or facilities
  - Record the sequence or timeline of events before, during, and after the event
- Prepare for recovery
  - Determine which steps need to be taken
  - Delegate to Emergency Response Team, library staff, and/or volunteers
  - Determine a command post or temporary work site if library facility is not accessible
  - If there is physical damage, decide what can be salvaged and what will be discarded
  - Gather supplies and arrange for services
- Draft a press release or statement to the public
  - The library Director or the Director's designee will be the spokesperson for the library
  - Keep messaging transparent and consistent
  - Communicate across all channels
    - Traditional news press (print and TV)
    - Social Media
    - Library website
    - Library's outgoing phone message
- Recovery
  - Plan for:
    - Limited services or service points
    - Limited hours of operation
    - Virtual programming and services

- Reduced staff
  - Plan for reopening/full resumption of services
  - Draft/amend related procedures
  - Amend/adopt related policies

## **TYPES OF EMERGENCIES & DISASTERS**

This Emergency & Disaster Plan was made with the health and safety of the library staff and community as the top priority.

If the Manager is not in the building when an emergency or disaster occurs, the staff should contact the Manager immediately. The Manager is empowered by the Board of Trustees to address imminent dangers or threats to the library's facility, materials, staff, or community and will convene the In-House Emergency Team as soon as it is safe and reasonable to do so.

The assumption should never be made that a situation is a drill or a false alarm.

### **General Guidelines for Building Evacuation**

- Call 911
- Communicate to all staff and patrons in a calm, clear manner
- Staff should go to designated assembly area for instructions

### **Non-Emergency Situations (Weather Events' Loss of Utilities, i.e. Power, Water, Heat, Air Conditioning; Pets, Bugs, or Infestation)**

- Determine whether to close the library to the public
- If closing, escort patrons out of the building
- Contact the utility company/exterminator/etc.
- Post information about the temporary closure on the library's entrance, social media, and the library's website

### **Emergency Situations (Gas Leak/Suspected Gas Leak, Fire, Water Damage/Flood, Hazardous Spill)**

- Call 911
- Close the library
- Evacuate the building

- Post information about the temporary closure on social media and the library's website
- The building cannot reopen or staff re-enter until instructed to do so by emergency personnel

### **Sudden Illness & Injury**

- Call 911
- Clear the immediate area
- Do not move the ill or injured person
- Only staff members who have been certified in First Aid, CPR, or similar emergency measures should administer direct aid
- Stay with the person until medical help arrives
- Complete an incident report

### **Bomb Threat**

- Call 911
- Begin evacuating patrons from the building
- Keep the caller on the line as long as possible and try to write down every word spoken
- Staff must evacuate the building
- The building cannot reopen or staff re-enter until instructed to do so by emergency personnel

### **Active Shooter**

- Call 911
- Barricade the doors if possible
- Follow predetermined escape/evacuation route(s) or take cover behind protective structures
- Leave all belongings behind
- Silence all cell phones
- The building cannot reopen or staff re-enter until instructed to do so by emergency personnel

### **Lockdown**

When notified by authorities/emergency personnel that there is a true or imminent external threat in the vicinity of the library, the library will initiate lockdown procedures.

- All windows and doors will be locked from the inside
- Communicate the situation to any patrons inside the building in a calm, clear manner
- Turn off all lights and close the blinds or curtains
- Instruct all staff and patrons to stay low and away from the windows and doors
- Staff will monitor the situation and keep open communication with local authorities/emergency personnel
- No one may enter or exit the building until the lockdown is cancelled by local authorities/emergency personnel

### **Pandemic or Serious Illness**

If there is a serious infectious disease outbreak, public health measures may include social/physical distancing measures and quarantining which can impact library hours and services. In addition, the library must plan for staff being unable to report to work. The library will adhere to all local, state, and federal mandates and Executive Orders when making determinations regarding library operations during a pandemic or serious illness.

- Determine whether to close the library to the public
- Determine whether staff will continue to report to work or telecommute in accordance with the library's policies and local, state, and federal mandates
- Communicate with the local Department of Health
- Communicate with Marion Central School District
- Communicate with OWWL Library System regarding the continuance of system services
- Communicate all changes in hours of operation and services to the public
- Implement plans for limited and/or online/virtual services
- Monitor the situation and adjust plans accordingly
- Plan for reopening when permitted under local, state, and federal guidelines

### **Other Emergencies**

Some emergencies or disasters may occur that cannot be planned for. The Manager will handle such situations in accordance with this Emergency & Disaster Plan and will coordinate response efforts with the In-House Emergency Team in the best interests of the library facility, staff, and community.

An Incident Report Form should be completed following all emergency situations.

## **ONGOING USE EVALUATION**

The Emergency & Disaster Plan will be evaluated yearly by the Board of Trustees and updated as needed.

Questions or concerns regarding the Marion Public Library's Emergency & Disaster Plan should be directed to the Manager.

ADOPTED by the Marion Public Library's Board of Trustees 6/16/2020

REVIEWED & UPDATED 3/18/2025