

Beyond Vision – Milwaukee Locations Active Shooter Policy & Emergency Action Plan Summary

It is the policy of Beyond Vision to provide guidance and an emergency response plan for employees in the event an armed individual enters the workplace and threatens to kill or actively engages in shooting employees onsite. A full plan description is available in the HR Public folder on the: drive or by request from Human Resources. Employee training regarding this plan will be provided at regular intervals and as part of the new employee orientation.

This policy and plan closely relate to the Workplace Violence and Building Security & Visitors policies in the Employee Handbook. Employees should be familiar with those policies. Should a lockdown or evacuation be necessary for any reason, an announcement will be made over the PA system, by email, and/or by text message. Employees should follow the directions of supervisors, law enforcement, emergency medical personnel, and other Beyond Vision leaders. If a supervisor or manager is not in your area, please do the following:

RUN: If a safe passage is available, leave the area immediately to a pre-designated location well away from the building. Dial 911 as soon as possible. Be prepared to give as many details of the situation as you can to the dispatcher, such as how many perpetrators, location of the person(s) and their description, types of weapons being used, any hostages/casualties, etc.

Pre-designated locations:

- For the Milwaukee Main Building the designated area is the sidewalk parallel to State St. west of 54th St. (Toward the Customer Care Center).
- For the Customer Care Center, the designated area is the sidewalk parallel to State St. east of the Customer Care Center. (Toward the main building.)
- For 62nd Street the designated area is the northwest corner of State St. and 62nd St.

HIDE: If you are unable to safely leave the building, attempt to seek shelter in a nearby room that is capable of being locked from the inside. If the door does not have a lock, attempt to barricade the door with furniture and remain very quiet. Try not to hide under a desk or anywhere else that may hamper your ability to move about or escape if necessary unless there is nowhere else to go. Remain hidden and quiet (including muting cell phones) until authorities give an “ALL CLEAR.”

FIGHT: If none of the above options are available and you are directly faced with the intruder/shooter, as a last resort, FIGHT BACK! Chairs, staplers, phones, picture frames, etc. can be used as weapons to defend yourself.