

CODE PURPLE

HOSTAGE TAKING/ABDUCTION

CODE PURPLE – HOSTAGE TAKING/ABDUCTION

The following guidelines are provided for each of those encountering, witnessing or otherwise involved in Code Purple event:

All Site Occupants:

- Move as far from the immediate event as possible
- Close all doors while moving away from the hostage situation

Site Occupants on Scene:

- Leave the immediate area
- Close all doors near the affected area and keep people away
- Report as much information as possible to Campus Enforcement and Patrol (864-4100)
- Make notes of specific threats/demands made in the captor in the exact words
- Defer all media inquiries to those in authority

Person in Authority (Prior to Police arrival)

- Assess the situation
- Notify the police immediately even if the captor gives up early
- Make site notification of Code Purple through available means
- Direct site personnel as appropriate to the situation (e.g. evacuation?)
- Refrain from negotiations until police arrive if possible and make no deals with the captor
- Transfer all command to the police upon their arrival and take all instructions from that authority accordingly
- Relate all known information to the Police Incident Commander
- If possible, provide a photograph of the person(s) held hostage, as well as a description of the captor
- Defer all media communications to the appropriate spokesperson for Eastern Health/MUN

Employee Taken Hostage

Following the actions below will help build a connection with the captor that may make it more difficult for him/her to carry through with threatened harm. This will allow time for police to arrive and begin negotiations and/or rescue.

- Trust that others are working on your behalf
- Remain calm and comply with the captor's demands
- Keep eye contact without staring
- Speak when spoken to, but give the captor your first name
- Use the name of the captor whenever possible if you know/obtain it
- Hide emotions/nervousness as much as possible and act relaxed
- Stay friendly with the captor as much as possible

Emergency Code Plans

- Sit rather than stand if possible
- Hide all personal effects (documentation/photos/keys) from the captor
- Refrain from making suggestions/promises
- Do not assault or struggle with an armed captor
- Attempt an escape only if sure you can do so without increasing danger to yourself or others
- Go to the floor and keep hands visible with fingers outstretched or place them on your head if police enter the room
- Follow all directions of the police as they attempt a resolution to the situation

Negotiations with the Captor

- Defer all negotiations to the police. Do not initiate the conversation
- Do not make deals with the captor at any time
- Instead of a “no” answer, defer with an “I’ll have to check with my manager etc.”
- Do not offer to trade oneself or others to take the place of the captive
- Remain calm
- Never charge or assault the captor
- Wait for the arrival of the police

Deactivation

Authorization to deactivate from Code Purple can be only be given by the police (Incident Commander). Notification of site occupants will be made through available site means. Staff are to remain on site until the police have an opportunity to meet with any and all individuals who may have information regarding the event. The site, in whole or in part, will remain a crime scene until the police release it back for normal use. This may require the implementation of the EOC and Business Contingency plans(s).