

# LIBERTY UNIVERSITY

*Training Champions for Christ since 1971*

## Crisis and Emergency Management Plan: Basic Plan



# Liberty University

## Crisis and Emergency Management Plan: Basic Plan



Version: Revision 02  
July 2025

Liberty University  
Department of Emergency Management & Community Engagement  
1971 University Boulevard  
Lynchburg, VA 24515  
434-592-7674  
[luem@liberty.edu](mailto:luem@liberty.edu)

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**ANNEX A: INCIDENT ANNEXES**

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5. Infrastructure
6. Employment / HR
7. Information Technology
8. Public Information / LU Marketing (PIO)
9. Business / Service

**ANNEX D: REFERENCE GUIDE FOR EMERGENCY SUPPORT FUNCTIONS (ESF)**

1. Transportation
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5. Emergency Management
6. Mass Care, Housing, and Human Services
7. Resource Management
8. Public, Medical, and Mental Health Services
9. Search and Rescue
10. Hazardous Materials Response
11. Resource Protection
12. Energy
13. Security and Public Safety
14. Long-term Community Recovery
15. External Affairs
16. Military Affairs
17. Volunteer and Donation Management
18. Academic Affairs
19. Research

**ATTACHMENTS: (Only for Internal Personnel of LU)**

- A. Building Emergency Action Plan Template (EAP)
  1. Department Emergency Action Plan Template (EAP)
  2. Department Continuity of Operations Plan Template (COOP)
- B. Safety and Security Policy Committee and Incident Management Team Contact List
- C. LU Continuity Plan (COOP)
- D. Vendors and Partners

## Promulgation

The Crisis and Emergency Management Plan (CEMP) provides the necessary structure and organization for Liberty University's approach to emergency management. The CEMP acknowledges and recognizes the five phases of emergency management: prevention, mitigation, preparedness, response, and recovery.

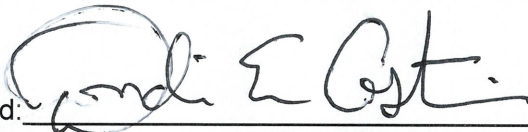
Liberty University is committed to the safety and protection of its students, faculty, staff, and visitors during a crisis or an emergency. The CEMP provides an effort to manage emergencies, contain and minimize the area of impact due to a crisis or emergency, minimize the damage to any University property and facility, and minimize disruption to university operations.

This document interprets emergency management, recovery, planning and guidance, along with actions that need to be taken, in the event of a crisis or an emergency that can impact the University and its operations. All students, staff, faculty, and members of the Liberty University community must understand their responsibilities, functions, and required actions as outlined in the CEMP. Students, staff, faculty, and members of the Liberty University community must ensure the completion of any ongoing training and exercises as assigned.

The CEMP complies with the Commonwealth of Virginia Code § 23.1-804 as amended, requiring institutions of higher education to develop, adopt, and keep current a written Crisis and Emergency Management Plan that outlines the framework for how the University responds to incidents, emergencies, and events at its facilities. The CEMP is also consistent with the National Incident Management System (NIMS), as well as the Federal Emergency Management Agency (FEMA) and Incident Command System (ICS) practices and principles.

I hereby approve this Crisis and Emergency Management Plan, which outlines the procedures and process of response to an incident at Liberty University in Lynchburg, Virginia.

Approved: \_\_\_\_\_



Dondi Costin  
President, Liberty University

Date: \_\_\_\_\_

15 July 2025



## Record of Changes

The record of changes will be kept and documented by the Liberty University Department of Emergency Management & Community Engagement (EMCE). The record of changes includes the plan version number, the purpose, date, and responsible party for the change. Upon publication, the change will be considered part of the Crisis and Emergency Management Plan (CEMP).

**Table 1: Record of Changes**

Version	Section and/or Page Number	Purpose	Date	Responsible Party
0.0	All Pages	Initial publication	October 2021	J. Hurtak
1.0	Promulgation	New University President	July 2023	C. Chambers
1.1	Basic Plan / Record of Distribution	Removed "Executive Vice President of Inclusion, Diversity and Equity" from the SSPC; Added "Vice President of Major Construction" and "Senior Vice President of Facilities & Transportation" to the SSPC; Added "Executive Director of Security & Public Safety" to the IAT; Changed "Emergency Manager" to "Director" Emergency Management & Community Engagement (EMCE); Removed "Emergency Planner" and "Emergency Coordinator" from IMT; Included Department of EMCE to IMT; Added "Vice President of Equity & Compliance" to the IMT; Added the "Director of Risk Management" to the IMT; Changed "Manager" to "Senior Director" of "Access Control & Safety Compliance;" Added "Amherst County Public Safety, Director of Public Safety;" Added "Finance & Administration, Senior Vice President, Finance and Chief Investment Officer; Finance & Administration, Vice President; Development, Senior Vice President; Inclusion, Diversity, and Equity Senior Vice President; Inclusion, Diversity, and Equity, Vice President; Student Financial Services, Vice President; Club Sports, Vice President & Athletic Director; Real Estate Management, Vice President; Equity Compliance, Vice President; Software Development and	June 2023	R. Sloan M. Tinsley J. Hurtak C. Chambers

		Engineering, Vice President; Information Services & Analytics, Vice President"		
1.2	CEMP and Supporting Documents	Changed "Manager" of EMCE to "Director" and included "Director of EMCE" where reference is made to the "Emergency Manager" throughout; Updated "University Communications" to "Communications & Public Engagement;" Changed LUPD dispatch verbiage with the new Emergency Communications or LUEC verbiage throughout; Moved all verbiage about LU Alerts from University Communications and Marketing to EMCE; Changed "EOC Manager" to "EOC Director;" Changed "University Counsel" and "General Counsel" with "Legal Affairs;" Changed "Procurement and Contract Administration" to "Finance & Administration;" Added "or appoint an EOC Director" under responsibilities of the Director of EMCE; Added "Executive" to "Vice President of Analytics;" Added "Chancellor" to SSPC	June 2023	C. Chambers
1.3	Basic Plan / Situation Overview	Updated Liberty University facts	June 2023	C. Chambers
1.4	Basic Plan / Situation Overview	Included verbiage for Global Travel and CPTED under Prevention	June 2023	C. Chambers
1.5	Basic Plan / Situation Overview	Removed "University's" and Included "Region 2000;" Added verbiage about Crime Prevention Through Environmental Design (CPTED) surveys under Mitigation	June 2023	C. Chambers
1.6	Basic Plan / Situation Overview	Remove "and the Chief of Police" under Incident Notification	June 2023	C. Chambers
1.7	Basic Plan / Concept of Operations	Update DOC verbiage to support events	June 2023	C. Chambers
1.8	Basic Plan / Concept of Operations	Update Emergency Activation Levels to include "Modified Activation" of the EOC	June 2023	C. Chambers
1.9	Basic Plan / Organization	Added "Chancellor" as number 1, Moved "Provost and Chief Academic	June 2023	C. Chambers

	and Emergency Responsibilities	Officer” to number 2, and Removed Executive Vice President of Strategic Partnerships and Alliances		
1.10	Basic Plan / Organization and Emergency Responsibilities	On the Emergency Support Function Chart Changed “University Advancement” with “University Development;” Changed “University Communications” with “Communications & Public Engagement;” Changed “University Counsel” with “Legal Affairs”	June 2023	C. Chambers
1.11	Basic Plan / Plan Development and Maintenance	On Safety and Security Policy Committee Added Vice President of Major Construction and Senior Vice President of Campus Facilities & Transportation	June 2023	C. Chambers
1.12	Basic Plan / Plan Development and Maintenance	On Incident Assessment Team Added Executive Director of the Office of Security & Public Safety and the Senior Director of Access Control & Safety Compliance	June 2023	C. Chambers
1.13	Basic Plan / Plan Development and Maintenance	On Incident Management Team Added “or their designee” verbiage after each title; Changed “Manager” of Access Control to “Senior Director, Access Control & Safety Compliance” Changed “Director of Employee Relations” to “Executive Director of Human Resources Advising;” added the positions of Chief of Police, Vice President of Major Construction, Executive Director of Student Health & Wellness, and Risk Manager	June 2023	C. Chambers
1.14	Basic Plan / Plan Development and Maintenance	Building Emergency Coordinators Included Department Emergency Coordinator verbiage	June 2023	C. Chambers
1.15	Basic Plan / Training and Exercises	Added verbiage under “Tabletop Exercises” to include “test policies”	June 2023	C. Chambers
1.16	Basic Plan / Glossary	Added “or incident” at the end of Safety Officer	June 2023	C. Chambers
1.17	Basic Plan / Plan Development	Safety and Security Policy Committee Added “including establishing Emergency Action Plans (EAPs)” to the final bullet point in the section.	June 2023	C. Chambers

	and Maintenance			
1.18	Basic Plan / Plan Administration	Change Section to “President Authorization;” Changed verbiage to say “The Liberty University President is authorized to establish rules, regulations and procedures regarding the CEMP outlining the mechanisms that will be employed to prepare for, respond to, and recover from and emergency incident at LU.”	June 2023	R. Sloan M. Tinsley J. Hurtak C. Chambers
1.19	Basic Plan / Emergency Operations Center	Changed “130 maximum” to “50 maximum”	June 2023	C. Chambers
1.20	Basic Plan / Concept of Operations	Incident Command System Added Event/Incident Chart	June 2023	J. Hurtak
1.21	Basic Plan / Concept of Operations	Emergency Operations Center (EOC) Added ICS Organization Chart; Added “Incident Action Plan” section with Five Phase Planning Process Chart; Added “Transfer of Command” section with examples and verbiage; Added “Pre-designated Incident Commanders” section with verbiage and detailed charts	June 2023	J. Hurtak
1.22	Acronyms and Glossary	Added “LUCE,” “LUEC,” and “OSPS”	June 2023	C. Chambers
1.23	ESF 3 / Scope	Added “/ice” to the third bullet point	June 2023	C. Chambers
1.24	ESF 5 / Concept of Operations	Changed “Division” to “Office of Security & Public Safety”	June 2023	C. Chambers
1.25	ESF 5 / Primary and Supporting Departmental Roles and Responsibilities	Changed “Executive Policy Group (EPG)” with “Safety and Security Policy Committee;” Changed “Department” to “Office of Security & Public Safety”	June 2023	C. Chambers
1.26	ESF 7 / Primary and Supporting Departmental Roles and Responsibilities	Combined “Procurement and Contract Administration” into “Finance & Administration” table	June 2023	C. Chambers
1.27	Incident Annex 4 / Roles and Responsibilities	Added verbiage for Department Emergency Coordinators	June 2023	C. Chambers

1.28	Incident Annex 10 / Attachment B: Concept of Operations	Updated “University Notification” section with updated verbiage/process of LUCE and LUEC	June 2023	C. Chambers
1.29	Incident Annex 11 / Attachment A: Targeted Stakeholder Notification	Added “or their designee” to each position; Changed “Supervisor” to “Senior Director of Access Control & Safety Compliance”	June 2023	C. Chambers
1.30	Support Annex 2 / Building Evacuations	Added verbiage for Department Emergency Coordinators with BECs/Floor Monitors; Swapped Emergency Assembly Area example for current version	June 2023	C. Chambers
1.31	CEMP Attachments / Building Emergency Action Plan	Swapped original Building EAP Template for new Building EAP template	June 2023	C. Chambers
1.32	CEMP Attachments	Added new Department EAP Template to CEMP	June 2023	C. Chambers
1.33	All ESFs / Authorities and References	Updated link to the Commonwealth of Virginia Emergency Operations Plan with the latest version (October 2021); Added Link to CEMP on EMCE Website	June 2023	C. Chambers
1.34	ESF 6 / Primary and Supporting Departmental Roles and Responsibilities	Combined “LU Marketing” table into the “LU Communications & Public Engagement” table	June 2023	C. Chambers
1.35	ESF 17 / Primary and Supporting Departmental Roles and Responsibilities	Merged “LU Finance Development” table into the “LU Finance & Administration” table	June 2023	C. Chambers
1.36	ESF 17 / Authorities and References	Changed “Virginia” to “National Voluntary Organizations Active in Disaster”	June 2023	C. Chambers
1.37	ESF 18 / Authorities and References	Updated website link to the LU Faculty and Employee Handbooks	June 2023	C. Chambers
1.38	ESF 19 / Authorities and References	Created “LU Emergency Management & Community Engagement (EMCE)” table	June 2023	C. Chambers



1.39	Incident Annex 2 / Response Procedures	Replaced “Emergency Assembly Area (EAA) Coordinators” with “Police Officers”	June 2023	C. Chambers
1.40	Incident Annex 10 / Situation	Added “and Annex”	June 2023	C. Chambers
1.41	Incident Annex 15 / Roles and Responsibilities	Added roles and responsibilities of the Director of EMCE	June 2023	C. Chambers
1.42	Incident Annex 17 / Preparedness	Added DeMoss Hall, Montview Student Center, and Marie Green Hall as the buildings with DEC; Added DEC with BEC throughout	June 2023	C. Chambers
1.43	Incident Annex 18 / Roles and Responsibilities	Changed “Residence” to “Student Life”	June 2023	C. Chambers
1.44	Support Annex 2	Added DEC and Department EAP verbiage throughout	June 2023	C. Chambers
1.45	Basic Plan / Plan Development and Maintenance	Removed the verbiage under the SSPC of overseeing the “Campus and Workplace Violence Prevention Committee and the Threat Assessment Team”	June 2023	C. Chambers
1.46	Incident Annex 5	Added Data Breach/Leak Process from ITS Security	June 2023	C. Chambers
1.47	Incident Annex 2	Updated from two K-9 Units to three	June 2023	C. Chambers
1.48	Incident Annex 10 / University Notification	Updated “LU Communications” with “LU Community Engagement (LUCE) Division of EMCE”	June 2023	C. Chambers
1.49	Incident Annex 10 / Transit Department Bus Activation	Removed all verbiage for the “Greater Lynchburg Transit Company (GLTC)” and replaced with LU Transit buses	June 2023	C. Chambers
1.50	Basic Plan / Purpose	Added “Save and protect all facilities, properties, and the environment.”	June 2023	C. Chambers
1.51	Basic Plan / Plan Development and Maintenance	Changed “President on behalf of the Board of Trustees” to just say “President of Liberty University	July 2023	R. Sloan M. Tinsley J. Hurtak C. Chambers
1.52	Basic Plan / Incident Notification	Removed “pager”	July 2023	M. Tinsley C. Chambers
2.0	Rewrote Basic Plan	The change over to Support Grouping	July 2025	J. Hurtak

2.1	Basic Plan / Record of Distribution	Updated names of Offices/Divisions	July 2025	C. Wenzler
2.2	Basic Plan / Authorities and Standards	Added wording to “one of the largest private, non-profit Christian...” and “one of the largest Christian universities...”	July 2025	C. Wenzler
2.3	Basic Plan / Concept of Operations Table 6	Revised Leadership Position column to replace “President’s Cabinet” to President’s Council”	July 2025	C. Wenzler

## Record of Distribution

The record of distribution lists all individuals, departments, and agencies that receive an initial copy of the CEMP. The most current version can be presented by the Department of Emergency Management & Community Engagement.

**Table 2: Record of Distribution**

Agency/Department	Recipient Title	Distribution Method
LU Safety and Security Policy Committee (SSPC)	President	Electronic
	Chancellor	
	Provost and Chief Academic Officer	
	Chief Financial Officer	
	Executive Vice President of Development	
	Executive Vice President of Enrollment Management and Marketing	
	Executive Vice President of Student Affairs	
	Vice President and Director of Athletics	
Incident Assessment Team	Vice President of Security & Public Safety	Electronic
	Senior Vice President of Facilities Planning and Management	
	Chief of Police	
	Director, Emergency Management & Community Engagement	
	Director, Environmental Health & Safety	
Incident Management Team	Information Technology Group Leader	Electronic
	Student Group Leader	
	Emergency Management Group Leader	
	Safety Officer	
	Business / Service Group Leader	
	Infrastructure Group Leader	

	Health Group Leader	
	Public Safety Group Leader	
	Public Information / Marketing Group Leader	
	Employee / HR Group Leader	
	Risk Management	
	Legal Counsel	
Finance & Administration	Senior Vice President, Finance and Chief Investment Officer	Electronic
Finance & Administration	Vice President	Electronic
University Compliance	Senior Vice President	Electronic
LU ONE	Senior Vice President	Electronic
Business Relations	Senior Vice President	Electronic
Marketing and Communications	Senior Vice President	Electronic
Auxiliary Services	Vice President	Electronic
Strategic Partnerships and Alliances	Vice President	Electronic
Student Financial Services	Vice President	Electronic
Club Sports	Vice President & Athletic Director	Electronic
Communications and Public Engagement	Vice President	Electronic
Campus Recreation and Logistics	Vice President	Electronic
Real Estate Management	Vice President	Electronic
Development & Alumni Engagement	Vice President	Electronic
Spiritual Development	Vice President	Electronic
Software Development and Engineering	Vice President	Electronic
Information Services & Analytics	Vice President	Electronic
Virginia Department of Emergency Management Regions 3 and 6	Chief Regional Coordinators	Electronic
Lynchburg Police Department Emergency Communications	Director	Electronic
Bedford County Fire and Rescue	Fire Chief	Electronic
Campbell County Public Safety	Director of Public Safety	Electronic
Amherst County Public Safety	Director of Public Safety	Electronic

## Legal

### **Confidentiality**

Public disclosure of this document and attachments would have a reasonable likelihood of threatening public safety by exposing vulnerabilities. It contains sensitive and confidential information that is not subject to FOIA under Virginia (VA) Code §2.2-3705.2. Accordingly, LU is withholding this plan from public disclosure. Refer any request for a copy of this document to University's legal counsel.

### **Distribution**

The CEMP has been distributed internally within LU and with those external agencies that may be affected by its implementation. The CEMP has been coordinated with other jurisdictions and through the local Emergency Management Coordinator for the City of Lynchburg; Amherst, Bedford, and Campbell Counties; and LU.

### **Authorities and References**

VA Code §23.1-804 as amended requires institutions of higher education to develop, adopt, and keep current a written CEMP that outlines the framework for how the University responds to incidents/emergencies/events at its facilities. The plan will include a provision that the Department of Criminal Justice Services and the VA Criminal Injuries Compensation Fund will be contacted immediately to deploy assistance in the event of an emergency as defined in the emergency response plan when there are victims as defined in Code of VA Section §19.2-11.01, as amended.

The following standards and plans were used in the development of this CEMP:

- U.S Code of Federal Regulations
  - Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistic Act (Clery Act)
  - Americans with Disabilities Act (2010)
- Department of Homeland Security
  - National Response Framework Fourth Edition
  - The First Responder Guidance for Improving Survivability in Improvised Explosive Device and/or Active Shooter Incidents
- Federal Emergency Management Agency
  - Comprehensive Preparedness Guide 101 Version 2
  - G367 FEMA Multi-Hazard Emergency Planning for Campus Executives
  - Guide for Developing High-Quality Emergency Operations Plan for Institutions of Higher Education
- National Fire Protection Association (NFPA)
  - NFPA 1600 Standard on Disaster/Emergency Management and Business Continuity Programs
- Virginia's Region 2000 Partnership
  - Region 2000 Hazard Mitigation Plan
- Central Virginia Planning District Commission
  - Hazard Mitigation Plan 2020 Update
- City of Lynchburg
  - Emergency Operations Plan



- Liberty University
  - Emergency Management Plan for Critical Incidents (November 2017 to November 2021)
  - Emergency Management Policy
  - Liberty University Police Department Written Directives
  - Emergency Guidelines
  - Building & Departmental Emergency Action Plans
  - Liberty University Public Safety Communications Policies
  - Pandemic Flu Plan
- Old Dominion University
  - Crisis and Emergency Management Plan (2020)
- Virginia Polytechnic Institute and State University
  - Crisis and Emergency Management Plan (March 2020)
- University of Florida
  - Comprehensive Emergency Management Plan (March 2014)

## Introduction

### MISSION

A crisis or emergency can happen suddenly, creating a situation where day-to-day response and support activities are overwhelmed. During crises, LU implements special processes to address the needs of emergency response operations and recovery management. To address this need, LU has established this CEMP as a framework to manage the immediate actions and operations required to respond to an emergency, including initial recovery activities and responsibilities.

The overall priorities of LU during a disaster are the protection of life, live assets, critical research processes, property, the community, and the environment. The objective is to respond to emergency conditions and manage the process of restoring LU's business, academic and research programs, and services. The CEMP is intended to be sufficiently flexible to accommodate contingencies of all types, magnitude, and duration.

### PURPOSE

LU has established this plan to address the immediate requirements for a crisis or an emergency in which normal operations are interrupted, and special measures must be taken to:

- Save and protect the lives of students, faculty, staff, and the public.
- Save and protect all facilities, properties, and the environment.
- Manage University resources effectively in the emergency response.
- Provide and analyze information to support decision-making and action plans.
- Manage immediate communications and information regarding emergency response operations and campus safety.
- Provide essential services and operations.

This plan does not supersede or replace the procedures for safety, hazardous materials (HAZMAT) response, or other procedures that are already in place at LU. It supplements those procedures with a temporary crisis management structure, which provides for the immediate focus on management of response operations and the early transition to recovery operations.

## SCOPE

This plan and all its contents apply to all LU students, faculty, and staff located in the vicinity of Lynchburg, VA. If major emergencies impact the surrounding community in addition to the campus, LU will fulfill its responsibilities as outlined in the Lynchburg Emergency Operations Plan (EOP) in collaboration with local, state, and federal officials.

## PLANNING ASSUMPTIONS

The following planning assumptions outline the assumed operating conditions and provide a foundation for establishing protocols and procedures:

- An emergency or a disaster may occur at any time of the day or night, weekend, or holiday, with little or no warning.
- Disasters may be community, regional or state-wide.
- Critical utilities and services may be interrupted, including water delivery, electrical power, natural gas, information systems, landline, and cellular telecommunications.
- Major roads, overpasses, bridges, and local streets may be damaged.
- People may be injured and displaced.
- Normal suppliers may not be able to deliver materials.
- Contact with family and homes may be interrupted.
- People may become stranded at the University if conditions make it unsafe to travel.
- Students, faculty, staff, and the public may have to function with limited support services and some degradation of service, until a full recovery is made.
- LU may declare an emergency at any time if conditions indicate that an incident is developing or highly probable.
- The succession of events in an emergency are not predictable; innovation and improvisation may be needed to address incident “requirements.”

## PLAN ADMINISTRATION

### President Authorization

The Liberty University President is authorized to establish rules, regulations and procedures regarding the CEMP outlining the mechanisms that will be employed to prepare for, respond to, and recover from an emergency at LU.

### Implementation

The CEMP is implemented when it becomes necessary to mobilize resources of multiple departments and offices to save lives and protect property, infrastructure, and the environment. The plan assigns major roles and responsibilities to departments and offices and requires planning, training, and exercising prior to an incident or event. Each University office or department is committed to effectively and efficiently functioning within his or her assigned roles while mitigating, planning for, responding to, and recovering from an incident or event.

### Plan Development and Maintenance

The LU Department of Emergency Management & Community Engagement (EMCE) will keep the CEMP current. Annually, a review team, consisting of representatives appointed by the

Emergency Manager and the Vice President of the Office of Security & Public Safety (OSPS), will review the CEMP Basic Plan and revise as needed. The President or their designee will approve this review in writing. The Incident Management Team (IMT) and all emergency resource units will be requested to contribute input to the review team as part of this process. It is the responsibility of the LU Director of EMCE to ensure the update of information in this plan as appropriate.

Every four years, the University will conduct a comprehensive review and revision of the CEMP. This review will be coordinated by EMCE, and the revised plan will be adopted formally by the President of Liberty University.

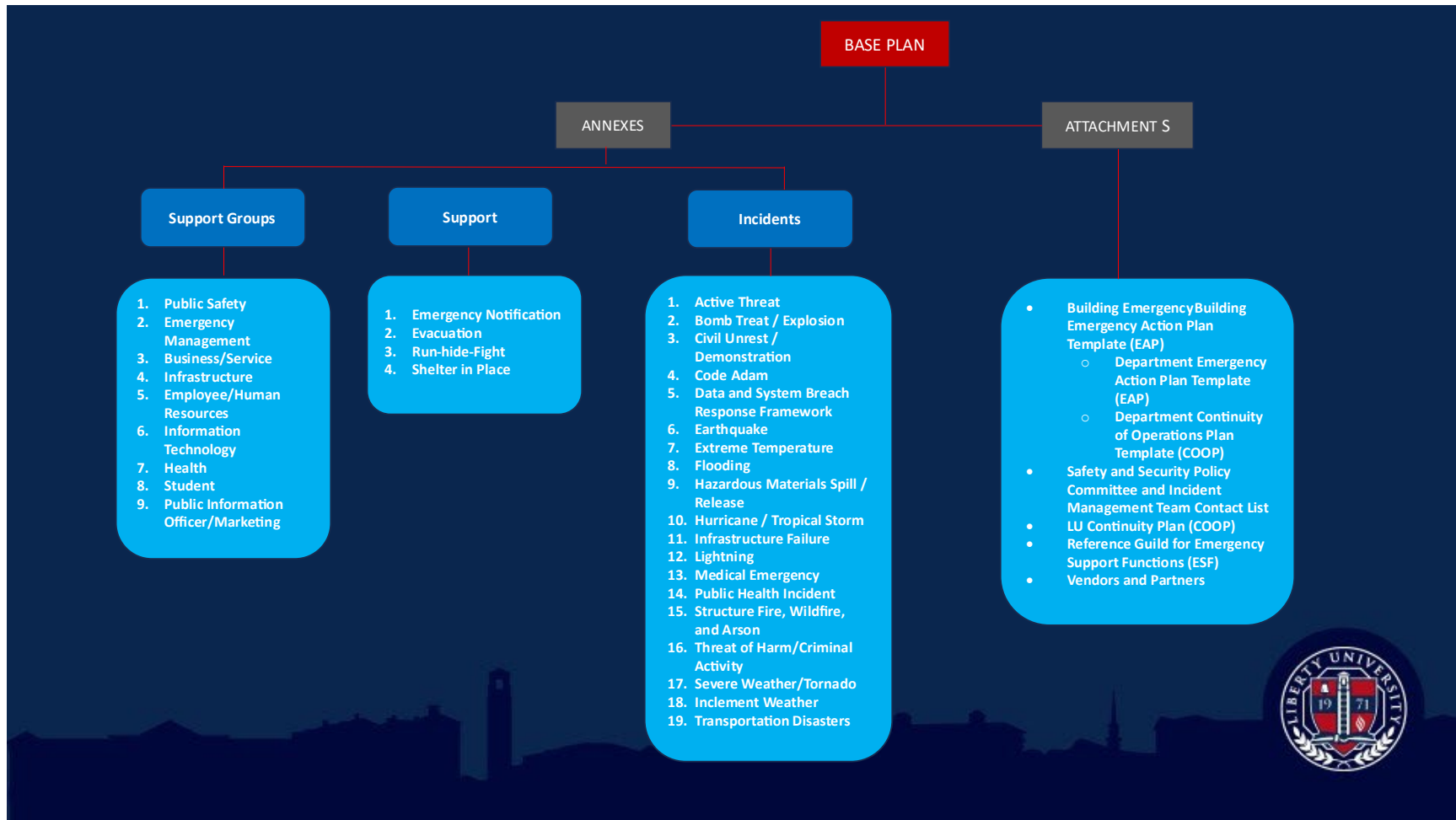
This plan shall be considered a “living plan” and with each use, either by exercise, incident or planned event, the plan shall be reviewed by EMCE in coordination with appropriate University departments and offices to improve and adjust the plan as needed. Any updates, not part of the scheduled update process, shall be directed to the EMCE for review and implementation in the CEMP.

## PLAN ORGANIZATION

The CEMP is a collection of four major components: The Base Plan, Incident Annexes, Appendices, and Attachments. Each component plays a key role in achieving the five phases of emergency management: prevention, mitigation, preparedness, response, and recovery. Together, these components coordinate to form the CEMP, which can be employed in its entirety, or in part, to respond to and manage emergencies that may impact LU.

- Liberty University Crisis and Emergency Management Plan
  - Basic Plan
  - Annexes
    - Support Groups
    - Incidents
    - Support
    - Reference Guide for Emergency Support Functions (ESF)
  - Attachments
    - Building Emergency Action Plan Template (EAP)
      - Departmental Emergency Action Plan Template (EAP)
      - Department Continuity of Operations Plan Template (COOP)
    - Safety and Security Policy Committee and Incident Management Team Contact List
    - LU Continuity Plan (COOP)
    - Vendors and Partners

**Figure 1: CEMP Organizational Chart**



## SITUATION OVERVIEW

Located within the City of Lynchburg, VA and just a short drive from the scenic Blue Ridge Mountains, LU is one the largest universities in VA. Additionally, it is one of the largest private, nonprofit universities in the nation. LU is accredited by the Southern Association of Colleges and Schools Commission on Colleges and is accredited to award associate, bachelor's, master's, specialist, and doctoral degrees. LU consists of over 177 buildings and structures, 7.5 million square feet of building space on more than 7,000 acres. Enrollment consists of more than 130,000 students. LU employs approximately 10,000+ full- and part-time faculty and staff providing instruction in over 700 programs of study across 15 colleges and schools. This report will include statistics for the contiguous main campus, as well as separate figures for the Residential Annex, Aviation Complex, Equestrian Center, and Thomas Road Baptist Church Facility.

The University's hazard identification and risk assessment resulted in a ranked and prioritized evaluation of hazards based on historical and anticipated impact to the University. Severe weather or high wind events, building fires, and severe winter storms offer the most significant threats to the University.

### **Hazard and Threat Analysis**

A variety of natural, technological, and human caused hazards and threats can and historically have impacted LU, requiring the implementation of emergency response measures. The potential exists for disruption of the LU community's daily operations, casualties, and damage or destruction of property and the environment. The vulnerability assessment of the City of Lynchburg's EOP, along with the Central Virginia Planning District Commission Hazard Mitigation Plan, contains detailed plans to assist in hazards and threats posed within its jurisdictions.

Of particular concern to LU, given the large student population, frequency of highly attended events at the University and diverse research activities that take place at the University, are the threat of extreme weather, HAZMAT incidents, transportation disasters, disease and pandemic outbreaks, critical infrastructure disruption, special event hazards and terrorism, along with other criminal acts.

Damages resulting from extreme weather and critical infrastructure disruptions can significantly impair LU's ability to provide public services to its large residential student population. The materials required to support the various research endeavors at LU increase its vulnerability to HAZMAT incidents. The close quarters of campus living make disease and pandemic outbreaks a significant threat to the student population. Special events such as football games bring together sizable numbers of LU community members and visitors to the campus, raising safety and security concerns. These events, as well as several research activities associated with the University and its status as a preeminent institution of higher education, can also establish the University as a target of terrorism or other criminal acts.

Intelligence regarding terrorism and other threats is obtained and assessed from several sources and incorporated into the University's threat and hazard analysis. Liberty University Police Department (LUPD) regularly receives communications, assessments, and briefings from the Virginia State Police Fusion Center and the City of Lynchburg Police Intelligence Bureau. The resource agencies assist in identification of potential criminal or terrorist activity. The LUPD regularly coordinates with these agencies when it comes to threats regarding safety and security.

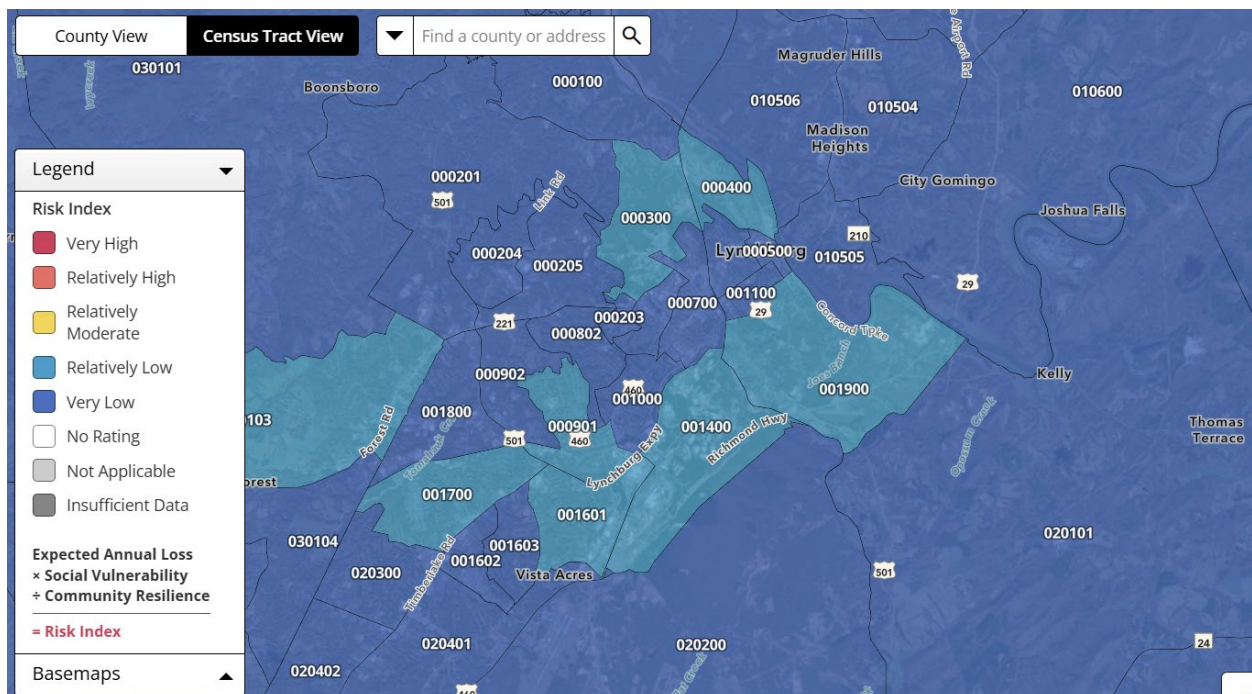


### **FEMA National Risk Index**

The FEMA *National Risk Index* provides an evaluation of 18 natural hazards at the census tract level. Analysis additionally includes expected annual loss, social vulnerability, and community resilience to provide a more holistic view of risk. The index is publicly available at [hazards.fema.gov/nri](https://hazards.fema.gov/nri).

To apply the index, the 3 census tracks that compose the majority of the LU campus in Lynchburg were selected – 001400, 020200, and 001000. The scores from each individual track along with a compiled average of all three tracks are provided. Four of the 18 hazards were determined applicable by FEMA for the region and those have been marked as “N/A” on the table below.

**Figure 2: Census Tract View**



**Table 3: Total Risk Index**

	<b>Census Track 001400</b>	<b>Census Track 020200</b>	<b>Census Track 001000</b>	<b>Average of 3 Tracks</b>	<b>Lynchburg City</b>
<b>Total Risk Index</b>	32.55 Relatively Low	23.03 Very Low	6.69 Very Low	20.75 Very Low	44.13 Very Low
<b>Avalanche</b>	N/A	N/A	N/A		
<b>Coastal Flooding</b>	N/A	N/A	N/A		
<b>Cold Wave</b>	0.00	0.00	0.00		
<b>Drought</b>	0.00	Very Low	0.00		
<b>Earthquake</b>	Relatively Low	Very Low	Very Low		
<b>Hail</b>	Relatively Low	Relatively Low	Relatively Low		
<b>Heat Wave</b>	Very Low	0.00	Very Low		
<b>Hurricane</b>	Relatively Low	Relatively Low	Relatively Low		
<b>Ice Storm</b>	Very Low	Very Low	Very Low		
<b>Landslide</b>	Relatively Moderate	Very Low	Relatively Low		
<b>Lightning</b>	Very High	Very High	Relatively High		
<b>Riverine Flooding</b>	Relatively Low	Relatively Low	0.00		

	<b>Census Track 000901</b>	<b>Census Track 000902</b>	<b>Census Track 001514</b>	<b>Average of 3 Tracks</b>	
<b>Strong Wind</b>	Relatively High	Relatively Moderate	Relatively Moderate		
<b>Tornado</b>	Relatively Low	Relatively Low	Very Low		
<b>Tsunami</b>	N/A	N/A	N/A		
<b>Volcanic Activity</b>	N/A	N/A	N/A		
<b>Wildfire</b>	Very Low	Relatively Low	Very Low		
<b>Winter Weather</b>	Relatively High	Relatively Moderate	Relatively Moderate		

**Capability Assessment**

LU will work to protect life, property, and the environment from the effects of emergencies by providing a holistic, resilient approach through prevention, mitigation, preparedness, response, and recovery efforts. While developing programs and activities in these areas, the University will incorporate principles described in the National Preparedness Goal and associated frameworks articulated by the Federal Emergency Management Agency (FEMA).

Overall preparedness activities consist of actions that will improve or enhance emergency response, such as training and exercises. LU will prepare for emergencies by creating and maintaining emergency plans and procedures to accomplish the tasks associated with an emergency response. Plans and procedures will allow departments to integrate their individual capabilities into the University-wide emergency response and recovery effort. Units/Departments will validate their readiness for an emergency through internal drills and participation in university and community exercises and training. The City of Lynchburg and the surrounding counties and their public safety agencies will also be encouraged to participate in university exercises. Exercise results will be documented, and recommendations will be implemented to improve the University's preparedness for an emergency. The University will revise this Plan based on ongoing planning and exercising.

Preparedness will occur within the five mission areas outlined in Homeland Security Presidential Directive (HSPD)-8: National Preparedness — Prevention, Protection, Mitigation, Response and Recovery.

**Prevention/Protection**

The University has a strong commitment to preparedness, focusing on educating students, faculty, and staff on mitigation, preparedness, response, and recovery strategies. The Office of Security & Public Safety (OSPS) assesses the University's preparedness for emergencies utilizing an all-hazards approach, and then develops and communicates the University's strategies, plans and procedures to address these hazards. Key personnel from across the University are engaged in planning as well as training and exercising emergency response plans. These efforts are complemented through collaboration with representatives from the City of Lynchburg, Amherst, Bedford, and Campbell Counties and other local, regional, state, and federal agencies on emergency response and planning.

The LU Community Engagement (LUCE) Division of the Department of EMCE participates in the Global Travel Advisory Committee and provides threat assessment data prior to students traveling abroad for academic and services-based University sponsored trips.

**Mitigation**

Moving through recovery, LU will take actions to reduce or eliminate long-term risk to people and property from recognized hazards and their side effects. Mitigation measures will be incorporated in the rebuilding of infrastructure damaged in the event. The Central Virginia Planning District Commission Mitigation Plan will be reviewed and updated as necessary, adding mitigation actions that could be of value in preventing similar impacts for a future disaster. LU OSPS will work with the Virginia Department of Emergency Management (VDEM) for each incident deemed necessary.

The main mitigation tool adopted by LU is called a Crime Prevention Through Environmental

Design (CPTED) Survey. CPTED Surveys are conducted by LUCE. These Surveys are meant to observe and report elements of the buildings around campus and create a system to fix the issues identified. CPTED Surveys are required for all buildings/departments throughout the LU campus. After the Survey is completed, LUCE will provide it to the building/department occupants. In addition to the building/department occupants, the Survey will be provided to the directors/managers for the other departments within OSPA, Planning & Construction, and Facilities Management so issues requiring their assistance can be addressed. Specifically, the departments that will be contacted include:

- Emergency Management & Community Engagement (EMCE)
- Environmental Health & Safety (EHS)
- Access Control
- Liberty University Police Department (LUPD)
- Planning & Construction
- Facilities Management

LUCE is not an enforcement branch and suggestions made are based on best practices. The suggestions made in CPTED Surveys are best practice recommendations made through the U.S. Department of Education through their Readiness and Emergency Management for Schools program. The request for disposition will be to log the action taken. CPTED Surveys shall be conducted on an annual basis and will be scheduled by LUCE.

## **Response**

Once an incident occurs, priorities shift from prevention, preparedness, and incident mitigation to immediate and short-term response activities to preserve life, property, and the environment. Response actions, managed through the previously defined incident management structure, will be prioritized, and swiftly implemented. These actions may include, but are not limited to:

- Immediate law enforcement, fire, and/or emergency medical services
- Evacuations
- Transportation system detours
- Emergency public information
- Actions to minimize additional damage
- Urban search and rescue
- Provision of public health and medical services, food, ice, water, and other emergency essentials
- Debris clearance
- Emergency restoration of critical infrastructure
- Control, containment, and removal of environmental contamination
- Protection and response to health and safety

Response activities will be coordinated and supported by the IMT and departmental designated employees associated within the needed Support Groups. Once immediate response missions and life-saving activities conclude, the emphasis shifts from response to recovery operations, and if applicable, hazard mitigation efforts.

## **Recovery**

LU seeks to provide a safe work environment that supports people and the business of the

University. In the event of damage to university buildings and Grounds, under the direction of the EMCE, Environmental Health & Safety (EHS) and Planning and Construction/Facilities Management (FM) shall lead the damage assessment process with the goal of determining the extent of damage, recovery activities, relocation needs, and public information needs that are immediately required. If University operations are disrupted for an extended period, the following guidelines should be followed:

- Continuity Plans will be implemented to facilitate continuation of services to students, faculty, staff, and the public at alternate work locations within the school, executive suites, and university-owned properties or clinic.
- In those situations where workspace is unsafe or uninhabitable due to loss of access to a facility, loss of services due to equipment or systems failure, or other incident-specific factor, the President or their designee will authorize the closing of university facilities. This decision will be made in consultation with Incident Assessment Team (IAT) as appropriate.
- Individual schools and departments are not authorized to close or cancel classes without the prior approval from the University President or their designee. The University President or their designee shall make decisions on alternative class schedules, including cancellations and delays. Deans and Department Heads are responsible for monitoring the availability of the original workspace and for notifying staff and faculty when it is appropriate to return to the regular work area.
- To the extent possible, normal workflow should be maintained in the alternate location or through teleworking. If computers, phones, and other necessary equipment are not available, staff should engage in planning, evaluation, or training activities that require staff presence but not operational equipment. They also may be assigned other temporary duties to aid in the recovery, as appropriate.
- If none of the above options is feasible, each department within the University will seek the guidance of the Human Resources Department.
- LU will undertake all actions to return to normal operations as soon as feasibly possible, with special effort focused on mental health support for students, faculty and staff, re-establishment of habitats to prevent subsequent damage to natural resources, and the protection of cultural resources during other recovery operations.

### **Support Groups / Incident Management Team (IMT)**

The Support Groups / Incident Management Team (IMT) plays a vital role in the operations of emergency management. Each Support Group is made up of departments within the University that possess the resources and capabilities that are addressed in their respective roles. Additionally, capabilities by phase of emergency management are described in this CEMP and in the Support Group Annex.

### **Incident Recognition**

The IAT is alerted and conducts an immediate incident assessment to determine the scope and impact of the incident, using information provided by the emergency responders, University Police, unit and departmental designated personnel, and the Emergency Operations Center (EOC) as appropriate. Input from this team results in the decision to mobilize the IMT and activate the CEMP to handle a crisis within the University or to support implementation of the Regional EOP. If possible and necessary, the President of the University is consulted on this decision. The group also advises the Office of Security & Public Safety on the need to request the City or County to declare a local emergency.



**Incident Notification**

Once the decision to mobilize the IMT and activate the CEMP is made, OSPS notifies team members of the activation, provides a brief description of the situation, and sets initial priorities and instructions (e.g., “arrive at designated meeting location within two hours for initial assessment”). Notification processes in the event of CEMP activation may occur through text message, e-mail, telephone call, in-person notification, or other notification methods. The full extent of the University’s communications tools will be used to contact IMT members.

The University community will be informed of emergency incidents using the University Emergency Notification Systems with the approval of the Vice President (VP) of OSPS. Emergency messages are authorized by designated University officials, the VP of OSPS, or their designee. These messages include a brief explanation of the emergency, protective actions to take and directions to the University’s website for more information. Other methods for notifying those within the University community may be used, including email, telephone calling lists, sirens and public announcement systems, text messages, two-way radios, LUPD and Security Officers, as well as other University personnel.

**Activation of the Emergency Operations Center (EOC)**

If the IMT Leaders are required to convene in person, the EMCE will activate the EOC with assistance from Information Technology Support Group. Activities include transporting equipment and supplies to the selected locations, setting up workspaces, computers and telephones, and associated technology support. IMT members are expected to sign in and out of the EOC to assist in resource tracking.

## **Authorities and Standards**

### **POLICIES AND REGULATIONS**

**Private Sector**

The private sector may be contracted to assist in emergency response at LU. This could include private owners of critical infrastructure; a response organization, such as private ambulance services and environmental clean-up services; or a regulated or responsible party, who would implement protective actions as requested or required by the University.

**Local**

Identified response needs will be addressed initially with available University resources. If the University’s capabilities are exceeded, outside assistance is available through mutual aid agreements with the City of Lynchburg, Campbell and Bedford County, Virginia State Police and volunteer emergency organizations. Mutual aid for other than police, fire and medical services may be requested through the VA Statewide Mutual Aid program.

- Regional Hazard Mitigation Plan
- Lynchburg Emergency Operations Plan

**State**

For assistance beyond tactical mutual aid (i.e., that which might be used in everyday incidents), a local emergency must be declared, and local resources fully committed with unmet needs before state assistance is requested. However, with the onset of a major incident or event, requests for state assistance may occur prior to experiencing shortages after deployment of all local resources and based on anticipated needs.

Requests for state assistance will be made on LU's behalf by the Lynchburg Emergency Management Coordinator through the VA EOC to the State Coordinator of Emergency Management.

In certain circumstances, if there are victims because of an incident or an emergency, as defined in the Code of VA §19.2-368.189.0, Course of proceeding when relief asked of the Governor, the Office of EMCE will immediately contact the Virginia Department of Criminal Justice Services (VDCJS) and the Virginia Criminal Injury Compensation Fund (VCICF) to deploy assistance to the University.

- Code of Virginia, Title 23.1 Chapter 8 Insinuations of Higher Education; Other Educational and Cultural Institutions; Health and Campus Safety
- Commonwealth of Virginia Emergency Operations Plan, September 2012
- Code of Virginia, Title 44 Chapter 3.2 Emergency Services and Disaster Law of 2000

On April 8<sup>th</sup>, 2024, Liberty University leadership signed the first Mutual Aid Agreement with the Commonwealth of Virginia, making LU's Emergency Operations Center the Region 3 Coordination Center for the Commonwealth of Virginia.

**Federal**

The National Response Framework (NRF), the Robert T. Stafford Disaster Relief and Emergency Assistance Act (1974 as amended April 2007), and other relevant federal statutes determine how the federal government will augment state and local response efforts when authorized. Federal assistance must be requested through the VDEM. Federal regulations require that the request be made after the Commonwealth determines it cannot meet the identified need through statewide resources. The request for assistance must provide enough detail about the unmet needs that an accurate determination of the appropriate response resources will occur.

- Code of Federal Regulations (CFR), Title 44, Emergency Management Assistance
- FEMA National Response Framework
- HSPD 5
- HSPD 8
- National Incident Management System (NIMS)
- The Robert T. Stafford Disaster Relief and Emergency Assistance Act, Public Law 93-288, as amended

**Liberty University**

LU is one of the largest private, non-profit Christian universities in the nation and remains one of the largest Christian universities in Virginia. LU is committed to the safety and security of students,

faculty, staff, and visitors while on campus. The Commonwealth of VA has set forth safety and security policies and practices for public institutions of higher education to adopt. Although LU is a private non-profit college, it is in the University's best interest to be parallel to or surpass these safety and security policies and practices, as it is stated in the Code of VA Title 23.1 Chapter 8 § 23.1-804, Institutional Crisis and Emergency Management Plan.

- Liberty University Emergency Management Policy
- Liberty University Police Department Written Directives
- Emergency Guidelines
- Building Emergency Action Plans
- Liberty University Emergency Communications Center Policies
- Pandemic Flu Plan
- Continuity Plan

## Concept of Operations

### CRISIS AND EMERGENCY MANAGEMENT PLAN USE

A primary goal of the University is to provide a safe environment for the students, faculty, staff, and visitors. The CEMP will be employed to swiftly handle the initial impact of the incident. If the incident exceeds LU's emergency response capabilities, outside assistance will be requested through the Director of EMCE. LU resources will be fully committed before local, state, or federal assistance is requested.

### INCIDENT MANAGEMENT STRUCTURE

#### National Incident Management System

LU has adopted the National Incident Management System (NIMS) as the standard for incident, emergency, and event management throughout the institution. The Emergency Manager or their designee is the single point of contact responsible for coordinating the ongoing implementation and maintenance of the NIMS program activities for the University. As both a national best practice and a state compliance requirement, NIMS sets common goals across all fundamental incident management components, including a flexible, scalable, and modular organization; management of incidents at the lowest operational level possible; unified command wherever possible; mutual aid collaboration and coordination; common terminology; standardized event and incident action planning; resource management; integrated communications systems; and pre-designated facilities and staging areas.

The University's emergency response organization will implement a unified incident management strategy that aligns with the Incident Command System to manage, coordinate, and direct resources committed to an incident, emergency, or event. This structure supports effective coordination across personnel, facilities, equipment, and systems by maintaining a manageable span of control, staffing functional positions only when needed, and ensuring personnel safety and accountability.

**Incident Command System – Like (ICS/ICS-Like)**

LU applies the Incident Command System-Like (ICS/ICS-Like) for the purpose of managing any incident, emergency, or event throughout the institution. A standardized, all-hazards management tool, ICS uses the following characteristics to efficiently respond to and recover from a campus incident:

- **Modular Organization:** An incident's organizational structure is flexible and scalable to the needs of the incident. Only the personnel and resources required to meet the incident objectives are used (and demobilized) to maximize productivity and minimize cost and duplication of effort.
- **Support Groups:** Support Groups also known as the Incident Management Team (IMT) to the University's CEMP identifies actions for activation, initial response, ongoing response, and recovery operations for lead and supporting internal departments and external partners that may support during an emergency.
- **Incident Action Planning:** A verbal or written plan for achieving incident objectives, as determined by leadership, is completed to provide a common operating picture during response and recovery operations.
- **Span of Control:** One individual in an incident management supervisory capacity oversees between 3 and 7 personnel (5 being ideal) to provide for adequate control, communication, and resource management.
- **Chain of Command and Unity of Command:** An orderly line of authority/communication exists within the incident management organization. Responders report to one supervisor to clarify reporting relationships and eliminate confusion brought on by multiple, conflicting directives.
- **Unified Command:** Representatives from multiple affected departments collaborate to establish incident objectives and make collective decisions without affecting individual agency authority, responsibility, or accountability.
- **Accountability:** Resource and personnel tracking, unity of command, personal responsibility, span of control, incident action planning, and documentation all contribute to effective accountability throughout the incident management process.
- **The Incident Command Post (ICP):** is the location of the tactical-level, on-scene incident command organization. Typically, the ICP will be located at or near the incident site and house the Incident Commander or Unified Command as well as other Command and General Staff.

**Unified Command**

The traditional single Incident Commander model (first person on scene in-charge) will generally transition to Unified Command (UC) as collaborative decision-making between multiple responsible internal and/or external departments/agencies becomes necessary to resolve an incident. UC evolves during larger incidents, where representatives from separate university departments or agencies/government entities coordinate decision-making and leverage resources. UC is typically exercised within the EOC but may be used in the field as necessary. UC serves as the single voice of incident operations.

**Departmental Operations Center (DOC)**

A Departmental Operations Center (DOC) is a modified activation of an Emergency Operations Center (EOC). The DOC is used to effectively coordinate large events at LU that have a focused impact on a department(s). The activation of the DOC is determined by the IAT and the impacted department(s). The DOC can be hosted at the University's EOC and can provide efficient

operations through coordinated efforts with the impacted department(s). The purpose of the DOC is to have pre-established Support Group representatives assembled to support the event and be established should the event become an incident.

- **Command Group:** responsible for overall management of the event, including assessment and establishment of event priorities, assessing resource needs and orders, and coordinating with external agencies as needed. The Command Group will establish (if needed) a Sub-Operations Center/Venue Command (SOC) at a pre-determined location to command and control the event. The following positions perform the specific essential duties that support the Command Group role(s):

**Table 4: Group Roles for a DOC**

<b>Command Group</b>	<b>Group Roles</b>
<b>Event Unit Leader</b>	Coordinate all event operations and provide final decision-making authority for event support.
<b>Director of EMCE/Emergency Manager or Designee</b>	Assist with event planning/coordination, provide the venue Emergency Operations Plan (EOP), determine staffing needed in the DOC, and coordinate overall event operations as requested/needed from the Event Commander.
<b>Tactical Emergency Communications (TEC) Dispatcher:</b>	Monitor field radios and serve as the mobile communications conduit between the Command Post and the DOC.
<b>DOC Director</b>	Coordinate all facility, resource, logistical, staffing, and support needs required for DOC operations. The DOC Director serves as the liaison from the Support Group Representatives to the Event Command Staff through the TEC Dispatchers.
<b>Public Information Officer (PIO) / LU Marketing</b>	Strategic Communications & Marketing
<b>Safety Management/Environment Health &amp; safety (EHS)</b>	Event site planning prior event.
<b>Liaison Officer</b>	In coordination with the Emergency Manager, keep the Event Unit Leader up to date on relating information.
<b>DOC Leaders</b>	<b>Group Roles</b>
<b>Support Group Leaders</b>	Provide direction to the DOC Unit Leaders based on the requests from the Command Staff for the event.

Examples of the utilization of a DOC are Convocation, sporting/community events, Commencement, and threats of weather (i.e., tornadoes, snow/ice, hurricanes, etc.). The DOC will have pre-established Support Group Leaders accompanied by their Unit Leaders to support the event, with the understanding that the event could transition into an EOC to support an incident.

**Emergency Operations Center (EOC)**

The EOC is used to monitor incidents or emergencies that happen on or around the University campus. The activation of the EOC is determined by the IAT and carries out the Emergency Management and the ICS functions. The EOC can serve as an Incident Command (IC) to manage and control the direction of an incident, along with serving as a UC with internal or external departments and agencies.

- **Command Group:** responsible for overall management of the incident, including assessment and establishment of incident priorities, assessing resource needs and orders, and coordinating with external agencies.
  - The following positions perform the specific essential duties that support the Command Group role(s):

**Table 5: Group Roles for an EOC**

Command Group	Group Roles
<b>Incident Commander</b>	Overall Responsibility for Incident Response
<b>Director of EMCE/Emergency Manager or Designee</b>	Assist with event planning/coordination, provide the venue Coordinate all facility, resource, logistical, staffing, and support needs required for EOC operations.
<b>Tactical Emergency Communications (TEC) Dispatcher:</b>	Monitor field radios and serve as the mobile communications conduit between the Command Post and the EOC.
<b>DOC Director</b>	Coordinate all facility, resource, logistical, staffing, and support needs required for EOC operations. The EOC Director serves as the liaison from the Support Group Representatives to the Event Command Staff through the TEC Dispatchers.
<b>Public Information Officer (PIO) / LU Marketing</b>	Relay incident information to internal and external stakeholders. Establish and coordinate Joint Information Center (JIC) operations.
<b>Safety Management/Environment Health &amp; Safety (EHS)</b>	Monitor, evaluate, and recommend procedures for all incident operations for hazards and unsafe conditions, including the health and safety of emergency responder personnel.
<b>Liaison Officer</b>	Coordinate with external governmental and public/private resource groups.
<b>Intelligence</b>	Works with local and state intelligence teams on all information regarding the incident.

- **Support Groups:** Support Groups, also known as the Incident Management Team (IMT) to this CEMP, identifies actions for activation, initial response, ongoing response, and recovery operations for lead and supporting internal departments and external partners that may support during an emergency. Support Groups are an integral component of this CEMP, and as such, shall be implemented as a standard operating guide for Liberty University (LU) departments supporting the emergency management activities from within the University



EOC. Support Groups assists with supporting activities described in this CEMP Base Plan. Actions described in the Liberty University CEMP could be applied to any emergency at LU; actions outlined in the Incident Action Plan (IAP), created during the emergency response, will describe details of the response depending on the specifics of the emergency.

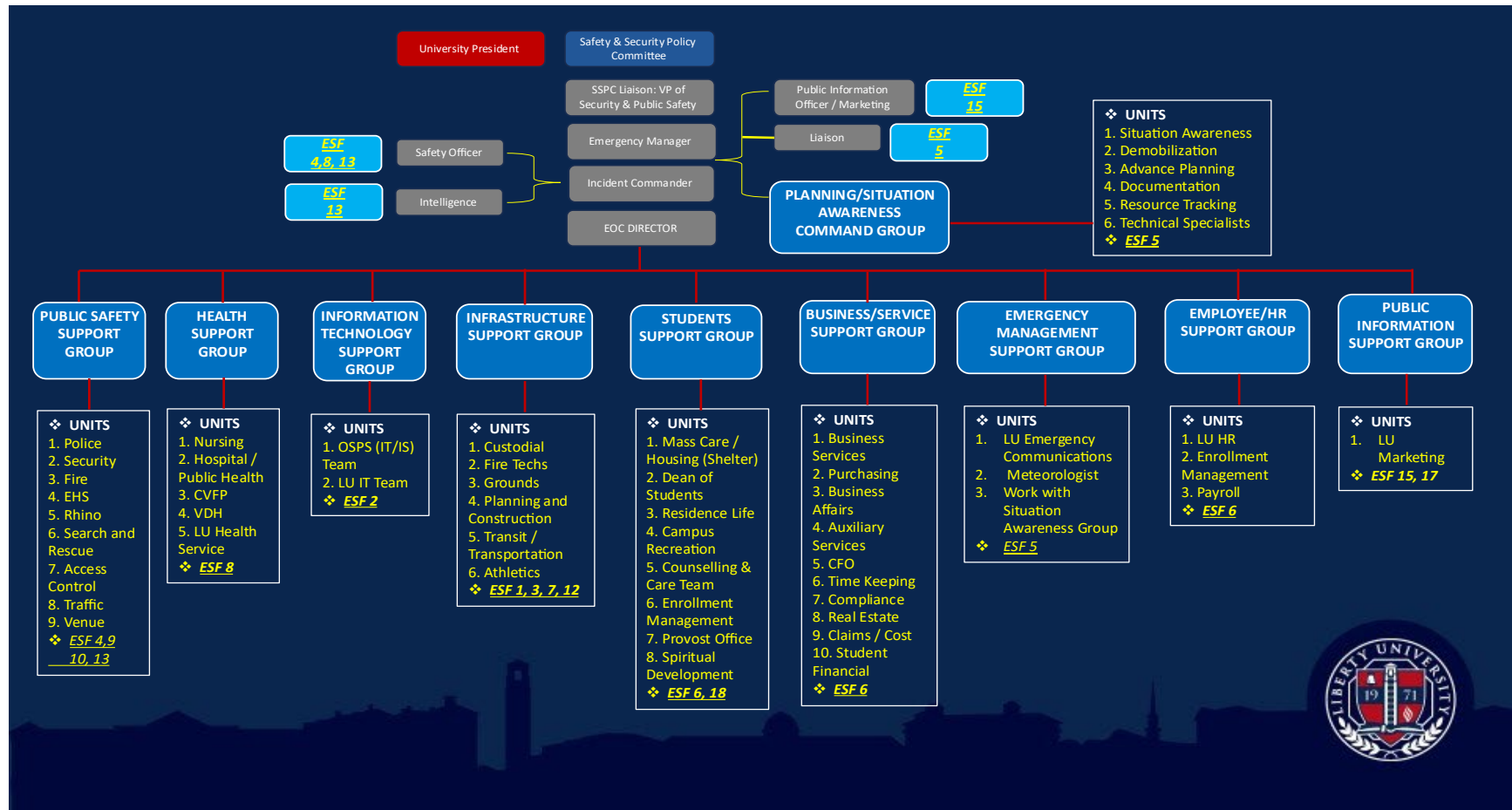
In order to streamline coordination with external agencies, Support Groups are intended to be consistent with the LU CEMP and fall in line with the ICS/ICS-Like structure. Each Support Group will have a Support Group Leader, who will work with each Unit Leader associated to that Support Group.

This Support Group Annex applies to all LU departments assigned herein, with coordination from other departments at LU as well as external partners.

**Table 6: ICS/ICS-like-Support Group Organization**

Organizational Element	Leadership Position	Primary Responsibilities/Assignment
President	President's Council / Safety & Security Policy Committee (SSPC)	Identifies policy modifications, establishes directives for the university operations
Liaison to the SSPC	VP of the Office of Security & Public Safety (OSPS)	Liaison between the President's Cabinet and the Emergency Manager
Emergency Manager	Director of EMCE	Liaison between the VP of OSPS and the Incident Commander
Incident Command	Subject Matter Leader	Overall Responsibility for Incident Response
Command Group	Leaders of EHS, Public Information/Marketing, Legal Counsel, Planning/Situation Awareness Command Group, and Unified Command	Support the Incident Commander
EOC Director	Leadership of EMCE	Communicates with Command and Oversees Group Leaders
Group Leader	Group Director for each Support Group	Reports to EOC Director
Unit Leader	Supervisors for each Unit	Provides supervision of assigned departments

**Figure 3: Incident Command and EOC Organizational Chart**



EOC Organizational Chart illustrating the lines of direction, communication, and authority present during an EOC activation.

### **Incident Action Plan (IAP)**

The Incident Commander is responsible for developing and disseminating an Incident Action Plan (IAP). Depending upon the severity of the incident, the Planning/Situation Awareness Command Group Leader may be responsible for drafting the IAP. The planning process, at a minimum, shall include the following:

- Accurate & current description of incident situation and resources,
- Predictions of probable course of events,
- Alternative strategies to achieve critical incident objectives, and,
- Accurate Incident Action Plan for the next operational period.

Planning is an important component for a successful incident response. Through proper planning, establishment of objectives, and properly communicating across the IC organization, responders can effectively direct their resources and responses. The Incident Commander will document the IAP on forms ICS 201-202 or others as required.

**Table 7: Five Phase Planning Process**

Phase	Purpose	Primary Responsibilities/Assignments
Situation Report	Understand the incident or situation	Gather information, record, analyze, and display information in a manner that will ensure full understanding of the magnitude, complexity, and provide the necessary information for the creation of the IAP
Establish Objectives & Strategies	Clearly developed objectives & alternate strategies to direct efforts	The objectives provide foundational methods for developing response strategies, development evaluation criteria, and provide common understanding among all personnel
Develop Plan	IC develops IAP to communicate objectives & situation information	Based on the information available, the IC determines the tactical direction and resource assignments for a pre-determined period (operational time)
Prepare & Disseminate	Initial response: Oral presentation Ongoing: Written IAP	IAP is the primary form of communication for incident briefings
Evaluate & Revise	Ongoing Evaluation & Revision	Progress is continually monitored, and information collected. Based on the information, the IAP will be revised as necessary

### **Transfer of Command**

As the situation requires, command of the incident will be transferred to the individual with the necessary expertise and training to properly respond to the incident change.

**Example – “Transfer of Command”**

The Fire Chief is the Incident Commander for a structure fire. Once the fire is extinguished, investigation completed, the Infrastructure Support Group Leader or designee may assume the position of Incident Commander for repair and recovery efforts.

Prior to the transfer of command, the following will be accomplished:

**Transfer of Command – Briefing**

The current Incident Commander will fully brief the new Incident Commander prior to the completion of transfer.

**Transfer of Command – Notification of Incident Personnel**

All personnel will be notified of the transfer of command and when possible, participate in the Incident Commander briefing process as required.

**Pre-designated Incident Commanders**

In incidents relegated to university resources and facilities pre-designated Incident Commanders are designated for specific situations. Incident Commanders are responsible for completing required training as identified by the Federal Emergency Management Agency and participating in university designated training programs.

**Table 8: Pre-designated Incident Commanders**

Incident Type	Incident Commander	Command Center Location	Alternate Location	Additional Incident Description/Assignments
Facility Damage, Recovery Operations	Infrastructure Support Group Leader or designee	4550 Mayflower Dr. (EMCE)	1031 Regents Pkwy (LUPD)	Due to natural disaster, extensive repairs, or other facility related damage
Security Threats, Severe Weather, Unruly Crowds	Public Safety Support Group/Chief of LUPD or Designee	4550 Mayflower Dr. (EMCE)	1031 Regents Pkwy (LUPD)	Immediately secure threats because of domestic unrest, criminal action(s), threatening weather and/or immediate response situations
Fire, Hazardous Materials Incident	Lynchburg Fire Department, Campbell County Fire & Rescue, or Bedford	To be determined by Incident Commander	4550 Mayflower Dr. (EMCE)	Situations involving fire to grounds or facilities, hazardous materials spills, CBRNE incidents

	County Fire & Rescue			
Local Emergency Conditions	Public Safety Support Group/Chief of LUPD or Designee	4550 Mayflower Dr. (EMCE)	1031 Regents Pkwy (LUPD)	Situations immediately surrounding the University that threaten the safety of the University Community
Community Health Issues	Health Support Group Leader or designee	4550 Mayflower Dr. (EMCE)	1031 Regents Pkwy (LUPD)	Threats of pandemic, airborne pathogens, or diseases that threaten the community
University Community Domestic Unrest/Protests	Student Support Group Leader or designee	4550 Mayflower Dr. (EMCE)	1031 Regents Pkwy (LUPD)	Student protests that have the potential for violent acts, etc.

## PLAN ACTIVATION

The President of LU, the VP of OSPS, or their designees, may activate the CEMP, mobilize the Safety and Security Policy Committee (SSPC) and IMT to handle an incident, event, or emergency within LU, and declare a University emergency. If possible, the President of LU will be consulted on any decision to declare an emergency affecting the University.

The only persons authorized to declare a local emergency are the City and County jurisdictional Directors of Emergency Services/Public Safety. The LU VP of OSPS, or their designee, may request the City or County to declare a local emergency, as needed, that pertains to an incident or crisis that occurs on campus.

The CEMP may be activated to respond to any campus emergency and may be activated for a lower-level event that may not reach the threshold of a local emergency declaration. The declaration of a local emergency activates the CEMP and authorizes the provision of aid and assistance. The CEMP may also be activated to manage requests for mutual aid and cooperative assistance to other jurisdictions that have requested assistance through the local EOC in response to a major event or incident.

The parameters considered in determining whether to invoke an emergency declaration include:

- Any imminent threat or hazard impact on campus that threatens or impedes the continuity of university operations.
- The Governor of Virginia declares a state of emergency and LU is within the impacted area.
- Assessment by LU's IAT that an imminent hazard threat or actual hazard impact exists on grounds and that critical needs will exceed the capacity of response resources operating under baseline procedures. This assessment may determine:
  - The needs of the incident related to the risk of loss of life or substantial property damage are beyond the capacity of currently available response resources during routine operations.
  - The scope of the emergency exceeds the baseline management capacity for effective management of the incident or scene(s).
  - The incident response requires coordination with, or support from, additional

departments, offices and other emergency organizations beyond routine working relationships and operating procedures, including financial compensation for services and supply expenditures.

- The operations response phase is expected to continue for an extended period, exceeding the resources availability for successive operational periods.

The CEMP may continue in operation beyond any emergency declaration, allowing an orderly incident response demobilization and transition to recovery management.

## EMERGENCY ACTIVATION LEVELS

Emergency conditions vary with each incident and activation. It is the responsibility of the University Incident Assessment Team (IAT) to determine the Emergency Activation Level. LU has adopted the practice of the NIMS activation levels for an emergency, event, or incident:

**Modified Activation** – A Departmental Operations Center (DOC) will be opened and staffed with Support Group/IMT Leaders determined by the Emergency Manager/Director of EMCE or their designee to support certain events and potential threats (i.e., Commencement, Football Games, threats of weather, scheduled protests, etc.).

**Level 1**—An emergency incident that normal University emergency response resources can handle. While there may be some damage or interruption, the conditions are localized and activation of the IMT is not needed.

**Level 2**—An incident with substantial damages and interruptions to LU operations. A partial or full activation of the IMT is needed. LU may be the only affected entity.

**Level 3**—An incident requiring the full activation of the IMT to address immediate emergency response. Emergency conditions are widespread, and LU must be self-sufficient for a period of hours to several days. LU may request mutual aid assistance through the Lynchburg Emergency Management coordinator.

The designated level for an incident may change as emergency conditions intensify or lessen.

**Table 9: Emergency Activation Levels**

Activation Level	Description
1 Normal Operations/ Steady State	<ul style="list-style-type: none"> <li>• DOC may be elevated to an EOC</li> <li>• Activities that are normal for the EOC when no incident or specific risk or hazard has been identified</li> <li>• Routine monitor and warning activities if the EOC normally houses this function</li> </ul>
2 Enhanced Steady-State/ Partial Activation	<ul style="list-style-type: none"> <li>• Certain IMT members are activated to monitor a credible threat, risk, or hazard and/or to support the response to a new and potentially evolving threat</li> </ul>
3 Full Activation	<ul style="list-style-type: none"> <li>• EOC is activated, including all IMT and SSPC personnel from all assisting departments and agencies, to support the response to a major incident or credible threat</li> </ul>



## EMERGENCY OPERATIONS CENTER

LU has identified two (2) locations on and off campus as the primary and secondary EOC and SSPC meeting locations.

### Emergency Operations Center locations:

- **Emergency Management & Community Engagement Operations Center**
  - **Address:** 4550 Mayflower Drive
  - **Phone:** 434-592-7674
  - **Parking:** adjacent to the location
  - **Amenities:** 60 maximum, Technical Tools-projector and screen, internet connection
- **Liberty University Police Emergency Operation Center**
  - **Address:** Liberty University Police Department; 1031 Regents Parkway
  - **Phone:** 434-592-7641
  - **Parking:** adjacent to the location
  - **Amenities:** 50 maximum, Technical Tools-projector and screen, internet connection

### Safety and Security Policy Committee emergency operations locations:

- **Executive Offices Conference Room**
  - **Address:** 1031 Regents Parkway
  - **Phone:** 434-592-7641
  - **Parking:** adjacent to the location
  - **Amenities:** 25 maximum, Technical Tools-projector and screen, internet connection
- **Liberty Mountain Conference Center**
  - **Address:** 3700 Candler's Mountain Road
  - **Phone:** 434-592-5600
  - **Parking:** adjacent to the location
  - **Amenities:** 150 maximum, Technical Tools-projector and screen, internet connection

As all EOC locations are owned by LU, Memorandums of Understanding (MOU) are not needed. For each EOC location, a portable EOC equipment kit will be utilized. Each kit contains basic supplies and conference call-capable telephones to rapidly establish an EOC in the event of a crisis. It should be noted that these EOC locations may be utilized by a particular entity during a situation that is limited in scope but may require a dedicated/equipped EOC. The Department of EMCE can provide support in establishing the operation of an EOC as requested by a university entity.

## MONITORING, DETECTION, ALERT, AND WARNING

LU Emergency Communications (LUEC) is a Division under the Department of EMCE. LUEC works with LUCE to provide notification, alerts, and warnings of incidents affecting LU. LUEC operates 24 hours, seven days a week, and 365 days a year. LUEC receives information of potential incidents from the community through telephonic and digital channels, as well as direct communications with the Lynchburg Police Department Emergency Communications Center.

LUEC provides for emergency call-taking and emergency dispatch. Weather information is monitored continuously, providing timely notification of hazardous conditions. The University camera system is monitored at this location. LUEC has the capability to initiate the emergency notification system as well as the campus siren system. The shift supervisor for LUPD has the responsibility and capability of notifying senior leadership when they determine the size and scope of an incident requiring a broader response.

## EMERGENCY NOTIFICATION SYSTEM

The LU Alert program is the primary tool for providing incident notification to the university community. The system is utilized for two types of incidents as defined by the *Jeanne Clery Campus Security Act* and associated Federal guidance. When a significant emergency or dangerous situation is immediately occurring or threatening the health and safety of the campus community, an *Emergency Notification* is issued. Examples of a “significant emergency” provided by the Clery Act include, but are not limited to, murder/homicide, robbery, armed intruder, explosion, and tornado warning. A *Timely Warning* is issued when the incident represents a serious or continuing, but not immediate, threat to students and/or employees.

*Emergency Notifications* and *Timely Warnings* are triggered by reports and confirmations of incidents within the University’s Clery Act-defined geography. Generally, these boundaries include “reasonably contiguous” areas of Campus, as well as public sidewalks, streets, and opposite sidewalks along the Campus borders.

Additionally, Events or situations that the campus community should be aware of and do not rise to the level of a Timely Warning Notice or Emergency Notification should be considered for the issuance of a Public Service Notification. These notices are intended to provide safety- related information.

## MEDIA RELATIONS

LU Office of Communications and Public Engagement personnel, upon notification, should report to the designated JIC. The Senior Vice President of Communications and Public Engagement will serve as the Public Information Officer (PIO). The PIO is responsible for the coordination of press releases with the Incident Commander/UC and/or the SSPC. The PIO is part of the PIO Support Group.

For information, the media can contact the Office of Communications & Public Engagement/PIO Support Group or visit [www.liberty.edu/news](http://www.liberty.edu/news). In large-scale incidents, information can be found on the LU webpage at [www.liberty.edu](http://www.liberty.edu).

## DEMOBILIZATION

The Incident Commander/UC will determine when response operations can be demobilized. Demobilization requires the deactivation of the EOC (if applicable) and the compilation of incident documentation. The Planning/Situation Awareness Command Group, if activated and in conjunction with the IC/UC, will develop a written or verbal demobilization plan as early in the incident as possible. Support Group Leaders will be responsible for the demobilization of their respective Unit Leaders.

## CAMPUS RECOVERY

Aligning with the University's incident response priorities, the first recovery step for any incident is to establish a safe and secure campus. Restoration of critical infrastructure and facilities is then followed by resumption of the instructional and research environment. The SSPC will provide strategic guidance to the EOC and/or LU EMCE and other university departments.

## Organization and Emergency Responsibilities

### SUCCESSION OF AUTHORITY

**The following explains the succession of decision-making authority as related to critical incident management units/functions:**

The University President provides overall direction and if unavailable or by choice will delegate authority to specific individuals. The line of succession is:

1. Chancellor
2. Provost and Chief Academic Officer
3. Chief Financial Officer

At all times in the CEMP, reference to any position shall be understood, in the absence of the referenced individual, to include designees with delegated authority to carry out the duties of the primary position.

### ICS/ICS-LIKE MERGE OF EMERGENCY SUPPORT FUNCTIONS TO SUPPORT GROUPS

#### Emergency Support Functions Merging Into Support Groups

The CEMP recognizes Emergency Support functions (ESF's) by various departments, agencies, and voluntary organizations that facilitate planning and coordination prior to an incident/emergency/event and to achieve an effective emergency response and recovery, and then implementation of mitigation actions to reduce disaster impacts.

These ESFs will be merged into Support Groups as needed to support actual or anticipated requirements, and primary departments will provide representatives to the IC/UC/EOC upon activation. Within the IC/UC/EOC, the ESF representatives are assigned to one of the specific nine Support Groups: (1) Emergency Management, (2) Health, (3) Student, (4) Public Safety, (5) Infrastructure, (6) Employment / HR, (7) Information Technology (IT), (8) Public Information / LU Marketing (PIO), and (9) Business / Service.

**Table 10: Emergency Support Groups and Units for the EOC**

<b>Support Groups and Units in an EOC</b>		
<b>GROUPS</b>	<b>UNITS</b>	<b>ESF's</b>
<b>Command</b>	<ul style="list-style-type: none"> <li>• Emergency Manager</li> <li>• EOC Director</li> <li>• Public Information Officer (PIO) / LU Marketing</li> <li>• Liaison Officer</li> <li>• Legal Counsel</li> <li>• Safety Officer/Management (Environment Health &amp; Safety)</li> </ul>	4, 5, 8, 13, 15
<b>Command: Planning / Situational Awareness</b>	<ul style="list-style-type: none"> <li>• Demobilization</li> <li>• Situation</li> <li>• Advance Planning</li> <li>• Documentation</li> <li>• Resource Tracking</li> <li>• Technical Specialists</li> </ul>	5
<b>Command: Planning / Situational Awareness: Subordinate Units</b>	<ul style="list-style-type: none"> <li>• Strike Team</li> <li>• Resource Team</li> <li>• Single Resources</li> <li>• Task Force</li> <li>• Technical Specialists</li> </ul>	5
<b>Emergency Management</b>	<ul style="list-style-type: none"> <li>• LU EMCE</li> <li>• Other Agencies</li> </ul>	5
<b>Health</b>	<ul style="list-style-type: none"> <li>• CVFP</li> <li>• LU Health Services</li> <li>• VDH</li> <li>• Centra Hospital</li> </ul>	8
<b>Student</b>	<ul style="list-style-type: none"> <li>• Housing</li> <li>• Mass Care</li> <li>• Dean of Students</li> <li>• Union Center</li> <li>• Counseling &amp; Care Team</li> <li>• Student Affairs</li> </ul>	6, 18
<b>Public Safety</b>	<ul style="list-style-type: none"> <li>• Law Enforcement / Public Safety</li> <li>• Firefighting / EMS / HazMat</li> <li>• Search and Rescue</li> <li>• Traffic</li> <li>• Venue</li> <li>• LU Drone Team</li> </ul>	4, 9, 10, 13
<b>Infrastructure</b>	<ul style="list-style-type: none"> <li>• Service</li> <li>• Personnel</li> <li>• Support</li> <li>• Transportation / Transit</li> <li>• Facilities</li> </ul>	1, 3, 7, 12

Support Groups and Units in an EOC		
GROUPS	UNITS	ESF's
	<ul style="list-style-type: none"> <li>• Grounds</li> <li>• Supply</li> <li>• Public Works / Utilities</li> <li>• Maintenance</li> </ul>	
<b>Employee / HR</b>	<ul style="list-style-type: none"> <li>• Payroll</li> <li>• Business Partners</li> <li>• Service Center</li> <li>• Talent Acquisition</li> <li>• Communications and Branding</li> <li>• Training and Development</li> <li>• Employee Relations</li> <li>• Benefits</li> <li>• Faculty Load</li> <li>• HR IS</li> </ul>	6
<b>Information Technical</b>	<ul style="list-style-type: none"> <li>• OSPS IS</li> <li>• LU IT</li> </ul>	2
<b>Public Information Officer (PIO)</b>	<ul style="list-style-type: none"> <li>• LU Marketing</li> <li>• PIO's from other agencies</li> </ul>	
<b>Business / Services</b>	<ul style="list-style-type: none"> <li>• CFO</li> <li>• Cost</li> <li>• Time Keeping</li> <li>• Compensation / Claims</li> <li>• Purchasing</li> <li>• Services Support</li> </ul>	6

*Detailed information on each Emergency Support Function is provided in Annex D: Reference Guide for Emergency Support Functions.*

*Detailed information on each Emergency Support Group is provided in Annex C: Emergency Support Groups.*

## **ROLES, RESPONSIBILITIES, AND ADMINISTRATION**

### **Board of Trustees**

In executing responsibility to protect the lives of students, faculty, and staff and the property and assets of the University, the Board of Trustees will enable the President or their designee to:

- Establish the University Emergency Management Program.
- Designate the administrator ultimately responsible for emergency management.
- Adopt and promulgate the Crisis and Emergency Management Plan.

### **University President**

This plan is promulgated under the authority granted by the Board of Trustees to the President of LU. All decisions concerning the discontinuation of university functions, cancellation of classes, or cessation of operations, rest with the President or their designee.

### **Vice President of Security & Public Safety**

Per the Liberty University Continuity of Operations Plan (COOP), the VP of OSPS is designated as the Continuity Coordinator for the University. The Continuity Coordinator assumes overall responsibility for the University's incident management operation through the roles delineated in this CEMP. Specifically, the Continuity Coordinator or their designee will:

- Exercise direction and control from the EOC during disaster operations.
- Direct and control emergency operations in time of emergency and issue directives to other services and organizations concerning disaster preparedness.
- Coordinate Liberty University resources to address the full spectrum of actions to prevent, prepare for, respond to, and recover from incidents involving all hazards including terrorism, natural disasters, accidents, and other contingencies.
- Work with law enforcement and/or other emergency responders to determine the need to evacuate an endangered area, establish a curfew, or order a quarantine if required by the incident.
- Working with the same officials, consider the need to alter the normal business or class schedule, including delayed openings, early closings, or total closings.
- Provide leadership and play a key role in communicating to the public and helping the University community cope with the consequences of any type of incident; and
- Fulfill or designate an individual the responsibilities pursuant to Virginia Executive Order 65 (2004), in conjunction with Virginia Executive Order 44 (2007).

### **Safety and Security Policy Committee**

The Safety and Security Policy Committee (SSPC) provides direction in making strategic policy decisions for any incident that impacts the University's ability to perform its mission, along with essential functions and primary business functions. The SSPC is chaired by the President of LU; the President's designee; and includes the following members:

- President of Liberty University
- Chancellor
- Provost and Chief Academic Officer



- Executive Vice President of Student Affairs
- Chief Financial Officer
- General Counsel
- Executive Vice President of Enrollment Management & Marketing
- Vice President and Director of Athletics
- Executive Vice President of Development

The SSPC group provides high-level direction during an incident, relying on the Emergency Manager, Incident Commander, via the VP of the Office of Security & Public Safety, and other functional units to execute the plan. The SSPC has the following responsibilities:

- Reviewing, evaluating, and determining requirements concerning safety and security assessments, plans, programs, and education, including changes that may affect the quality of the University's living, learning, and working environment.
- Overseeing reviews of the university's assessment of vulnerabilities, hazards and risks related to the safety and security of individuals and the physical campus.
- Ensuring that sufficient University resources and funding are available to perform necessary emergency management, safety, and security functions, and that these resources are consistent with anticipated regulatory changes.
- Overseeing the education and prevention of violence on campus in accordance with Title 23.1 Chapter 8 of Code of Virginia including the creation of university safety and security policies.
- Overseeing the CEMP and other plans/policies that have implications for emergency management, safety, and security, including but not limited to facilities use, sponsorship of entertainment and events, threatening or intimidating conduct, facilities access control, environmental health & safety, and violence prevention.
- Reviewing and establishing guidelines and standards for departmental emergency response and continuity of operations plans.
- Evaluating the effectiveness of the University's safety and security plans and programs.
- Advising the President on safety and security issues.
- Ensuring that University departments, business units, and personnel effectively instill and integrate an emergency management culture into their work operations, including establishing Emergency Action Plans (EAPs).

#### **Director of Emergency Management & Community Engagement (EMCE)**

As the University official tasked with promulgating the culture of emergency preparedness across campus, the Emergency Manager or their designee will:

- Serve as or designate an EOC Director.
- Maintain the EOC in a state of readiness.
- Develop and maintain the Crisis and Emergency Management Plan.
- Assume relevant duties as directed by the VP of OSPS.
- Develop and implement a test, training, exercise, and drill schedule to assure all involved parties for emergency response and recovery are fully prepared to fulfill their tasks.
- Ensure that the CEMP is reviewed, revised, and adopted every four years.

### **Incident Assessment Team**

The Incident Assessment Team (IAT), a subset of the IMT and SSPC, is responsible for determining the initial scope of an incident. At a minimum, the following participate in assessing an incident to determine the level of emergency, to the extent allowable by the emerging incident. The following members, or their designee, serves in the IAT:

- Vice President of Security & Public Safety
- Director of Emergency Management & Community Engagement, or their designee
- Chief of Police of the Liberty University Police Department, or their designee
- Director of Environmental Health & Safety, or their designee

Other members of the IMT or SSPC may be asked to participate in the initial assessment, depending on the expertise required by the situation.

### **Incident Management Team**

The Incident Management Team (IMT) is responsible for the execution of the CEMP during an incident. The IMT is comprised of personnel representing functional areas of LU that are defined as having critical responsibilities. Members are responsible for ensuring their functional area has an Emergency Action Plan (EAP) and the ability to provide a role as a Support Group Leader, by identifying resources necessary to execute their plan. The IMT includes both primary and alternate members, who must be available during crisis situations. Alternate members direct and execute their Support Group responsibilities in the absence or unavailability of the primary member. All primary and alternate members must be knowledgeable of overall CEMP operations. The composition of the activated IMT may vary depending on the type of emergency. Departments/Units with the IMT roles are identified at the following:

**Table 11: IMT Roles**

<b>Support Group</b>	<b>Units/Departments</b>
<b>Command Group / Emergency Manager</b>	Director of EMCE or their designee
<b>Command Group / EOC Director</b>	EMCE Leader
<b>Command Group / PIO-Marketing</b>	Vice President of Marketing, or their designee
<b>Command Group / Liaison Officer</b>	EMCE / OSPS Team
<b>Command Group / Legal Counsel</b>	LU Legal Leadership
<b>Command Group / Safety Officer</b>	Director of Environmental Health & Safety, or their designee
<b>Command Group / Planning-Situational Awareness</b>	Department of Emergency Management & Community Engagement
<b>Emergency Management Support Group</b>	Department of Emergency Management & Community Engagement
<b>Health Support Group</b>	Health and Wellness Leadership
<b>Public Safety Support Group</b>	Chief of Liberty University Police Department, or their designee
<b>Infrastructure Support Group</b>	Senior Vice President of Facilities Planning and Management, or their designee
<b>Employee/HR Support Group</b>	Executive Director of Human Resources Advising, or their designee
<b>Information Technology Support Group</b>	Chief Information Officer and Executive Vice President of Analytics, or their designee

<b>PIO Support Group</b>	<b>LU Marketing Leadership</b>
<b>Business Support Group</b>	<b>Chief Financial Officer, or their designee</b>

During the activation of the CEMP, the IMT will implement a unified incident management strategy based on the Incident Command System to manage, coordinate, and direct resources committed to an incident. This structure supports the effective coordination across personnel, facilities, equipment, and systems by maintaining a manageable span of control, staffing functional positions only when needed and ensuring personnel accountability.

The IMT staffs the EOC and performs the following functions:

- Provides overall incident management and coordination.
- Determines the scope and impact of the incident.
- Serves as the primary information collection and dissemination clearinghouse.
- Issues communications through University Communications and Joint Information Center.
- Requests additional resources from outside agencies and implements mutual aid agreements.
- Coordinates with local, state, and federal government agencies.
- Maintains situational awareness and a common operating picture throughout the incident.
- Prepares Incident Action Plans for multi-operational period incidents.
- Implements University Continuity of Operations Plans (COOPs).
- Staff incident management positions.

### **Building and Departmental Emergency Coordinators**

As part of the EMCE's Building and Departmental Emergency Action Plan (EAP) program, University buildings and the departments located in DeMoss Hall, Montview Student Center, and Marie Green Hall, would have an established point of contact, known as a Building Emergency Coordinator (BECs) or a Departmental Emergency Coordinator (DEC). The BEC and DEC would provide support and limited emergency response when it comes to incidents, emergencies, or events on campus. The BECs and DEC's will be responsible for the dissemination of information related to emergency management to building occupants. The BECs and DEC's are responsible for familiarizing themselves with emergency plans and ensuring that building/department personnel understand emergency procedures both campus wide and within their specific building/department. BECs and DEC's are also responsible for updating necessary information when it comes to the building/department EAPs, along with any communication and coordination with LU EMCE. BECs and DEC's involved in an incident serve as the primary point of contact between first responders and building occupants. As necessary, BECs and DEC's may assist in providing building or department emergency information and coordinating building evacuation procedures.

### **Faculty and Staff**

Faculty and staff should familiarize themselves with the University emergency plans, procedures, and evacuation procedures. University faculty and staff should be prepared to provide direction to students during an incident.

Faculty and staff involved in an incident should assess a situation quickly and as thoroughly as possible and use common sense when determining how to respond. Emergencies should be

reported by calling 911 or 434-592-3911. If an evacuation of a building is necessary, faculty and staff are expected to evacuate immediately.

## Plan Development and Maintenance

### PLAN DEVELOPMENT

Development of this CEMP was a participatory process. Initial drafting was conducted by LU EMCE and then provided to IAT & the IMT members for review and comment. This plan incorporated information from previous versions, when still valid, and supersedes those previous versions.

For integration with state and local planning, this plan was written to be congruent with the most current versions of both the Lynchburg City and Commonwealth of Virginia CEMPs. LU EMCE staff consistently referenced those documents throughout the development process. Additionally, Lynchburg City & the Commonwealth of Virginia Emergency Management was provided a draft version for their analysis and input.

### PLAN MAINTENANCE

This CEMP will be continually adapted and revised as needed to reflect current operations and structure. LU EMCE will facilitate annual training and/or exercises covering roles and responsibilities outlined in the CEMP and associated annexes. The process will be part of a multi- year integrated preparedness approach to training and exercise consistent with the Homeland Security Exercise and Evaluation Program (HSEEP) methodologies. These events will provide an opportunity to review and subsequently revise, if needed, the plan on an annual basis. Following these exercises or actual incidents, After-Action Reports, Improvement Plans and/or Corrective Action Plans will be developed, as applicable, to indicate changes and enhancements needed to the document.

Additionally, Support Groups should regularly review the CEMP along with associated annexes and submit changes on respective portions as needed. LU EMCE will work with appropriate stakeholders to implement needed updates to the CEMP. Alterations to the document will be noted in the Record of Changes on Page 2.

LU EMCE is authorized to make edits and adjustments to the document as needed. Generally, a major or complete rewrite of the CEMP will occur on an approximate five-year cycle, resulting in a revised document provided to the Emergency Management Plan Committee for approval.

The most current version of the CEMP will be available on the LU EMCE website for public access.

### TRAINING AND EXERCISES

#### Training

Trained and knowledgeable personnel are essential for the prompt and proper execution of LU CEMP, EAPs, and COOPs. Personnel with emergency management responsibilities will be provided training opportunities to better understand their roles and responsibilities during an incident. Awareness information and training will be provided to the campus community.

## **Exercises**

The exercise program prepares and tests the University community's knowledge, skills, abilities, and experience when it comes to serving in an emergency response capacity. EMCE works with university departments to design, plan, and conduct exercises to allow personnel to test their knowledge along with their roles and responsibilities in each incident scenario within their work environment.

LU applies the U.S. Department of Homeland Security and Federal Emergency Management Agency's building-block approach to exercise design, planning, and execution.

- **Seminar**: A seminar involves brief discussions of preparedness strategies and goals. It helps orient participants to new plans, policies or procedures, research, assess interagency capabilities, and construct a common framework.
- **Workshop**: A workshop involves more participants and often includes breakout sessions to develop new ideas, processes, or procedures, and can be used to develop and obtain consensus for written plans.
- **Tabletop Exercise**: A tabletop exercise gathers participants with an experienced facilitator to identify areas for sustainability and improvement in existing plans, test policies, and present new concepts. It features a slower-paced problem-solving process.
- **Game**: A game features a realistic scenario in a tabletop exercise to test existing and potential strategies and prepare for more complex exercises.
- **Drill**: A drill is a supervised activity that tests a specific operation or function or maintains a specific operations or emergency response capability.
- **Functional Exercise**: A functional exercise is a single or multi-agency activity designed to evaluate capabilities and multiple functions using simulated response. It can be used to evaluate management of EOCs, command posts, and headquarters, and assess the adequacy of response plans and resources.
- **Full-Scale Exercise**: A full-scale exercise is a high-stress, multi-agency, multi-jurisdictional activity involving actual deployment of resources in a coordinated response. It includes mobilization of units, personnel, and equipment as well as scripted exercise scenarios.

## **AFTER ACTION REVIEW**

An After-Action Review (AAR) is essential for identifying issues that may have impeded operations or an improvised approach that was introduced during the response and recovery operations. Any findings on the AAR may be applicable to future incident response and recovery efforts. For issues to be addressed, the LU EMCE will coordinate AARs and provide documentation, dissemination and archiving of findings.

Primary Support Group offices will conduct an AAR with their support partners to identify ESF-specific issues or concerns. The results will be provided to the Department of Emergency Management & Community Engagement for documenting, tracking and incorporation into corrective action processes.

Through a collaborative and objective process with incident management partners, a corrective action plan will be developed that documents areas for improvement and recommended actions to address the problem. Actions will be implemented to address deficiencies identified through the evaluation process.

# Acronyms and Glossary

## ACRONYMS

<b>AAR</b>	After Action Review
<b>BEC</b>	Building Emergency Coordinator
<b>CEMP</b>	Crisis and Emergency Management Plan
<b>COOP</b>	Continuity of Operations Plan
<b>CFR</b>	Code of Federal Regulations
<b>DEC</b>	Department Emergency Coordinator
<b>DHS</b>	Department of Homeland Security
<b>DOC</b>	Department Operations Center
<b>EAP</b>	Emergency Action Plan
<b>ECO</b>	Emergency Coordination Officer
<b>EHS</b>	Environmental Health & Safety
<b>EMCE</b>	Emergency Management & Community Engagement
<b>ENS</b>	Emergency Notification System
<b>EOC</b>	Emergency Operations Center
<b>EOP</b>	Lynchburg Emergency Operations Plan
<b>EPC</b>	Emergency Preparedness Committee
<b>ESF</b>	Emergency Support Function
<b>FEMA</b>	Federal Emergency Management Agency
<b>FOIA</b>	Freedom of Information Act
<b>HAZMAT</b>	Hazardous Material
<b>HMP</b>	Hazard Mitigation Plan
<b>HSPD</b>	Homeland Security Presidential Directive
<b>IAT</b>	Incident Assessment Team
<b>IC</b>	Incident Commander
<b>ICS</b>	Incident Command System
<b>IMT</b>	Incident Management Team
<b>ITS</b>	Information Technology Services
<b>JIC</b>	Joint Information Center
<b>LU</b>	Liberty University
<b>LUCE</b>	Liberty University Community Engagement
<b>LUEC</b>	Liberty University Emergency Communications
<b>LUPD</b>	Liberty University Police Department
<b>NFPA</b>	National Fire Protection Association
<b>NIMS</b>	National Incident Management System
<b>NRF</b>	The National Response Framework
<b>OSPS</b>	Office of Security & Public Safety
<b>PIO</b>	Public Information Officer
<b>SSPC</b>	Safety and Security Policy Committee
<b>UC</b>	Unified Command
<b>VA</b>	Commonwealth of Virginia
<b>VCICF</b>	Virginia Criminal Injury Compensation Fund
<b>VDCJS</b>	Virginia Department of Criminal Justice Services
<b>VDEM</b>	Virginia Department of Emergency Management
<b>VOAD</b>	Voluntary Organization Active in Disaster



## GLOSSARY

- **Campus Community:** Refers to students, faculty, staff, visitors, vendors, and contractors on, or in, Liberty University campus property.
- **Continuity of Operations Plan:** A plan of action to continue business functions of a department/unit/organization after a disaster threatens to prevent them from resuming and/or continuing.
- **Crisis and Emergency Management Plan:** An all-hazards incident management document that provides guidance intended to preserve life, protect property, and contain an incident or emergency on the local campus in order to continue the university's mission.
- **Department Operations Center:** A centralized location that can be used to effectively coordinate incidents, events, or emergencies that have a focused impact on a department(s) within the University.
- **Emergency:** An incident that overwhelms or nearly overwhelms day-to-day resources, plans, and personnel in place to manage them, while causing a significant disruption of normal business in all or a portion of the campus.
- **Emergency Coordination Officer:** The person serving as the primary conduit between the state department of emergency management and the university with regard to emergency preparedness. The ECO coordinates planning, training, exercising, and all other activities related to the phases of emergency management.
- **Emergency Management:** The process of coordinating available resources to effectively manage emergencies or disasters that threaten the entity or institution, thereby saving lives, injury, and minimizing economic loss. This involves five phases: prevention, mitigation, preparedness, response, and recovery.
- **Emergency Management & Community Engagement:** A Liberty University Department focused on Emergency Management, Community Engagement/Crime Prevention, Communications, and Global Travel Security.
- **Emergency Action Plan:** A department/area/unit-specific set of guidelines and procedures for use during an imminent life safety event (e.g., building fire, severe weather, hostile intruder, etc.).
- **Emergency Operations Center:** A centralized location from which emergency operations can be directed and coordinated with the campus and community.
- **Exercise:** A test of plans, protocol, and/or procedures intended to validate the planning and training process. Exercises include seminars, workshops, tabletops, drills, games, and functional and full-scale exercises.
- **Hazard:** Any source of danger or element of risk to people or property.
- **Hazard Mitigation Plan:** A risk management tool used to identify natural and human-caused hazards facing the Liberty University campus.
- **Incident:** An occurrence or event, natural or human-caused, which requires a response to protect life or property.
- **Incident Action Plan:** The statement of objectives and priorities for supporting activities during a designated period.
- **Incident Assessment Team:** Select group of personnel responsible for assessing an incident and determining the emergency activation level for the University.
- **Incident Commander:** The person responsible for all aspects of an emergency response; including quickly developing incident objectives, managing all incident operations, applying resources, and holding responsibility for all persons involved in the response.

- **Incident Command System:** A nationally used, standardized, on-scene emergency management concept.
- **Incident Management Team:** Select group of personnel closely aligning with ESF representative departments that will manage the early stages of an incident with EMCE.
- **Joint Information Center:** A location where personnel with public information responsibilities perform critical emergency information functions, crisis communications, and public affairs functions.
- **Liaison Officer:** The Emergency Operations Center position responsible for internal/external coordination with departments/agencies playing a supporting response role during an event.
- **National Incident Management System:** The group of principles that are legislated for all entities to assist in coordinating national emergency response functions.
- **Public Information Officer:** The Emergency Operations Center position responsible for information management during an event.
- **Safety Officer:** The Emergency Operations Center position responsible for safety oversight during an event or incident.
- **Safety and Security Policy Committee:** An operational committee appointed by the President to serve as a coordinating and policy body, with responsibilities for establishing the framework for an overarching university safety, emergency management, and security program for all Liberty University facilities (on- and off-campus, owned and leased) and ensuring that it is implemented through the appropriate offices; evaluating the overall safety and security infrastructure; and providing oversight to the work of university operational committees responsible for environmental health and safety, violence prevention, emergency management, and other safety- and security-related efforts
- **Unified Command:** An incident management method employing collaborative decision-making between multiple responsible internal and/or external departments/agencies to resolve an incident in a more efficient manner.

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