



# Civil Unrest

## FACILITY PREPAREDNESS

The Federal Emergency Management Agency (FEMA) defines civil disturbance as “an activity such as a demonstration, riot, or strike that disrupts a community and requires intervention to maintain public safety.” These events have the potential to impact the physical security of a facility as well as the safety of those who may be inside it, to include employers, employees, visitors and guests. Preparing for any type of crisis or emergency is a shared responsibility within an organization; preparedness efforts can greatly reduce the risks of incidents for your organization. The below checklist has been developed to assist organizations in preparing for potential civil disturbances.

### PHYSICAL SECURITY

- Survey and remove loose items from the surrounding area that can be used as projectiles
- Remove all trash cans, construction cones and other debris (tables, chairs, signs, etc)
- Empty and lock dumpsters
- Ensure security systems, to include alarms and cameras (if applicable), are operational and doors and windows are secure
- Inspect fire extinguishers to ensure they are in working condition and readily available
- Ensure all window shades and curtains are closed

### SECURITY PERSONNEL

- Based on local conditions, and if warranted, be prepared for additional security presence
- Be prepared to call law enforcement (9-1-1) in the event of violence or civil unrest
- Be prepared for early dismissal and evacuation
- Be prepared to shelter in place

### OPERATIONAL PROCEDURES

- Notify relevant staff and lay leadership of changes in work schedules or closures
- Based on local conditions, and if warranted, close the facility and/or plan for staff to work remotely
- Review access control policy; limit guests or visitors, if warranted
- Update local, state and federal law enforcement points of contact
- Update internal communications list
- Update emergency vendor contacts

### PROTEST PREPAREDNESS

- Do not engage with protesters, especially when entering or leaving your facility
- Plan and discuss with your staff and lay leadership what actions to take, or what actions to avoid, during the protest
- Avoid counter-protests or educational events at the same location as, or close to, the protest as they may spark avoidable conflict
- Be prepared to walk past or avoid protesters if returning to your facility
- Work with legal counsel to ensure policies effectively respect First Amendment Freedom of Speech rights

To report a threat or incident, please contact:  
**SCN DUTY DESK AT 844.SCN.DESK**  
or email [DutyDesk@SecureCommunityNetwork.org](mailto:DutyDesk@SecureCommunityNetwork.org)