



## Concealed Carry & Active Shooter POLICIES & PROCEDURES

Most states have very specific regulations pertaining to concealed/open carry license options in medical facilities. Some states allow posting of signage reflecting the state law and/or the hospital's policy. Other states will allow hospitals to post this information at their entrance but do not allow such posting in any clinics operated by the hospital. Clinic managers should find out what their state requires and allows (possibly with state law enforcement agencies or the State Medical Association or Office of Rural Health).

In addition to knowing what your state regulations are, you should compile your policy and procedure in regards to how to deal with anyone coming into the clinic with a firearm, either visible or concealed. How should the receptionist react? What are you allowed to do under your state law? What is the policy of the hospital/owners of the clinic? What signage (if any) will you post? How quick is your law enforcement response when you call?

This type of situation could also be closely tied to your "security threat" policy and procedure, and could be incorporated into that policy and training.

In a similar topic, due to the recent reports of active shooter incidents in a variety of organizations and institutions, as much as we all hate the idea, it is important to train clinic staff in how to respond to an active shooter situation in the clinic. Their reaction to a person entering with a concealed pistol in a holster on their hip should be different from how they react to a person walking in with an AK-47 hanging from their shoulder.

Most training of this type can be received without charge from local law enforcement (police or sheriff), however, in very small communities, it may be necessary to look outside of the local professionals for this type of training. While a full-out "drill" is not particularly needed in a small clinic, at a minimum an hour-long training should be provided. Generally, the training consists of what to do (run, hide or fight), identifying the escape routes and secure refuge areas within the clinic, deciding who calls law enforcement, how to deal with the media (basically say nothing to any media representative), handling social media, etc.

God forbid any of us ever have to deal with this kind of situation. However, reality is rarely scripted (not like our television "reality" shows), and we never know when we may be faced with a potentially tragic incident in our clinic.

Taking the short amount of time to develop the policies and procedures outlined above, and incorporate the appropriate training for staff could save lives, possibly your own.

**Jim Estes**  
Owner, Healthcare Horizons  
[hlthcarehorizons@mindspring.com](mailto:hlthcarehorizons@mindspring.com)