Prepublication Requirements

New and Revised Emergency Management Requirements for the BHC Accreditation Program

The Joint Commission has approved the following revisions for prepublication. While revised requirements are published in the semiannual updates to the print manuals (as well as in the online *E-dition®*), accredited organizations and paid subscribers can also view them in the monthly periodical The *Joint Commission Perspectives®*. To begin your subscription, call 800-746-6578 or visit http://www.jcrinc.com.

Please note: Where applicable, this report shows current standards and EPs first, with deleted language struck-through. Then, the revised requirement follows in bold text, with new language underlined.

APPLICABLE TO THE BEHAVIORAL HEALTH CARE AND HUMAN SERVICES ACCREDITATION PROGRAM

Effective July 1, 2025

Emergency Management (EM) Chapter

EM.10.01.01

The organization's leader(s) provides oversight and support of emergency management activities.

Element(s) of Performance for EM.10.01.01

New EP 1 The organization's leader(s) provides oversight and support of the emergency management activities.
Note 1: Ways in which the leader(s) provides oversight and support may include allocating resources, planning and reviewing policies and procedures, and other activities that support the emergency management activities.
Note 2: If the organization is part of a system (such as a corporate health care or human services system, hospital, or hospital system) that has a unified and integrated emergency management program, the organization's leader(s) collaborates with the system's emergency management leadership structure.

New EP 2 The organization's leader(s) identifies an individual(s) who will develop and maintain the emergency operations plan, coordinate emergency management education and training, and conduct exercises to test the emergency operations plan and response procedures.
Note 1: The organization determines what education, training, and experience in emergency management qualifies the individual who leads the program.
Note 2: If the organization is part of a system (such as a corporate health care or human services system, hospital, or hospital system) that has a unified and integrated emergency management program, the system's designated emergency management program lead may serve as the organization's emergency management program lead provided there is collaboration with the identified organization leader(s).

EM.11.01.01

The organization conducts a hazard vulnerability analysis utilizing an all-hazards approach.

Element(s) of Performance for EM.11.01.01

New EP 1 The organization conducts a hazard vulnerability analysis (HVA) using an all-hazards approach. The HVA identifies hazards that could occur at the organization and in the community where the organization is located. The HVA is documented.
Note 1: The HVA considers internal hazards (such as a loss of utilities or power), hazards likely to occur in the geographical area (such as weather events), and hazards related to the organization's specific location within the community.
Note 2: If the organization has multiple sites, then separate HVAs are only required if the sites are in different geographic locations, have different hazards or threats, or the individuals served or the care, treatment, or services offered are unique to the facility.

New EP 3 The organization evaluates and prioritizes the findings of the hazard vulnerability analysis to determine which hazards present the highest likelihood of occurring and the impacts those hazards will have on the operating status of the organization and its ability to provide care, treatment, or services. The findings are documented.

(D) **Documentation is required**

New EP 4 The organization uses its prioritized hazards from the hazard vulnerability analysis to identfy and implement mitigation and preparedness actions to reduce disruption of care, treatment, services, or functions.
Note: Mitigation activities may include reviewing agreements with other facilities, establishing an alternative meeting place in the event the organization is not accessible, reviewing supplies on hand and vendor alternatives, and planning how to protect records and how to back-up electronic records, as applicable.

EM.12.01.01

The organization develops an emergency operations plan based on an all-hazards approach.
Note 1: The organization considers its prioritized hazards identified as part of its hazards vulnerability analysis when developing an emergency operations plan.
Note 2: In the event of an emergency, some organizations may be unable to safely provide care, treatment, or services and would close until conditions allow safe operations.

Element(s) of Performance for EM.12.01.01

New EP 1 The organization has a written all-hazards emergency operations plan (EOP) with supporting policies and procedures that provides guidance to staff on actions to take during emergency or disaster incidents. The EOP and policies and procedures include but are not limited to the following:
- EOP activation
- Communications plan
- Maintaining, expanding, decreasing, or closing operations
- Sheltering in place
- Evacuating (partial or complete) or relocating services
- Safety and security

Note: If the organization is part of a system (such as a corporate health care or human services system, hospital, or hospital system) that has a unified and integrated emergency management program, the system's EOP addresses policies and procedures specific to each organization's needs.

Ⓓ **Documentation is required**

New EP 2 The organization's emergency operations plan identifies the individuals that it will serve and the types of care, treatment, or services it would have the ability to provide in an emergency or disaster event.

Ⓓ **Documentation is required**

New EP 3 The organization's emergency operations plan includes written procedures for when and how it will shelter in place or evacuate (partial or complete) its staff and individuals served.

Note: Safe evacuation includes consideration of care, treatment, or service needs of evacuees, staff responsibilities, and transportation.

Ⓓ **Documentation is required**

New EP 5 The organization has a process for activating its emergency operations plan and identifies the individual(s) who is responsible for determining operational decisions during an emergency or disaster incident.

Note: If the organization is part of a system (such as a corporate health care or human services system, hospital, or hospital system) that has a unified and integrated emergency management program, the system's leadership structure may be utilized provided there is collaboration with the identified organization leader(s).

Ⓓ **Documentation is required**

New EP 6 The organization's emergency operations plan includes a process for cooperating and collaborating with other organizations, relevant community partners (such as fire, police, local incident command, public health departments), and relevant authorities (such as federal, state, tribal, regional, and local emergency preparedness staff).

EM.12.02.01

The organization has a communications plan that addresses how it will communicate during an emergency.
Note 1: The organization considers prioritized hazards identified as part of its hazard vulnerability analysis when developing a communications plan.
Note 2: In the event of an emergency, some organizations may be unable to safely provide care, treatment, or services and would close until conditions allow safe operations.

Element(s) of Performance for EM.12.02.01

New EP 2 The organization's communications plan describes how it will communicate during an emergency or disaster incident to the following individuals:
- Staff
- Individuals served or surrogate decision-makers
- Community partners (such as fire department, emergency medical services, police)
Note: The organization should consider phone trees or other methods of rapidly communicating with staff in the event of an emergency or disaster incident and methods for communicating with individuals served to cancel or reschedule care, treatment, or services when necessary.

Ⓓ **Documentation is required**

New EP 6 The organization's communications plan identifies its primary and alternate means for communicating with staff and relevant authorities (such as federal, state, tribal, regional, and local emergency preparedness staff). The plan includes procedures for how and when alternate/backup communication methods are used.
Note: Examples of alternate/backup communication systems include amateur radios, portable radios, text-based notifications, cell and satellite phones, and reverse 911 notification systems.

Ⓓ **Documentation is required**

EM.12.02.03

The organization has a staffing plan for managing staff during an emergency or disaster incident.
Note 1: The organization considers its prioritized hazards identified as part of its hazard vulnerability analysis when developing a staffing plan.
Note 2: In the event of an emergency, some organizations may be unable to safely provide care, treatment, or services and would close until conditions allow safe operations.

Element(s) of Performance for EM.12.02.03

New EP 1 The organization develops a staffing plan for managing staff based on the settings and services provided to meet the needs of individuals served during an emergency or disaster incident. The plan includes the following:
- Methods for contacting off-duty staff
- Acquiring staff from its other facilities
- Use of staffing agencies or those deployed as part of disaster mental health providers

(D) **Documentation is required**

New EP 2 The organization's staffing plan addresses the management of staff as follows:
- Reporting processes for staff
- Staff roles and responsibilities for essential functions
- Integrating staffing agencies or those deployed as part of disaster mental health providers into assigned roles and responsibilities (as applicable)

(D) **Documentation is required**

EM.12.02.05

The organization has a plan for providing care, treatment, or services during an emergency or disaster incident.
Note 1: The organization considers its prioritized hazards identified as part of its hazard vulnerability analysis when developing a plan for care, treatment, or services.
Note 2: In the event of an emergency, some organizations may be unable to safely provide care, treatment, or services and would close until conditions allow safe operations.

Element(s) of Performance for EM.12.02.05

New EP 1 The organization's plan for providing care, treatment, or services includes written procedures for the following:
- Identifying facilities in advance where individuals served can continue receiving care, treatment, or services
- How it will share information and documentation with the receiving facility
- How it will provide or assist in providing transportation to other facilities
Note: The sharing of information and documentation is in accordance with law and regulation.

(D) **Documentation is required**

EM.12.02.07

The organization has a plan for safety and security measures to take during an emergency or disaster incident.
Note 1: The organization considers its prioritized hazards identified as part of its hazard vulnerability analysis when developing a plan for safety and security.
Note 2: In the event of an emergency, some organizations may be unable to safely provide care, treatment, or services and would close until conditions allow safe operations.

Element(s) of Performance for EM.12.02.07

New EP 1 The organization has a plan for safety and security measures to take during an emergency or disaster incident (such as identifying a location to shelter in place during severe weather or clear signage for evacuating the building safely).
Note: For care, treatment, or services provided at outdoor locations (such as wilderness camps) the organization's plan for safety and security identifies steps to mitigate environmental and other factors should an emergency occur.

Ⓓ **Documentation is required**

New EP 2 The organization's plan for safety and security measures includes a system to track the location of its on-duty staff and individuals served when sheltered in place, relocated, or evacuated. If on-duty staff and individuals served are relocated during an emergency, the organization documents the specific name and location of the receiving facility or evacuation location.
Note: Examples of systems used for tracking purposes include the use of established technology or tracking systems or taking head counts at defined intervals.

Ⓓ **Documentation is required**

EM.12.02.09

The organization has a plan for managing resources and assets during an emergency or disaster incident.
Note 1: The organization considers its prioritized hazards identified as part of its hazard vulnerability analysis when developing a plan for resources and assets.
Note 2: In the event of an emergency, some organizations may be unable to safely provide care, treatment, or services and would close until conditions allow safe operations.

Element(s) of Performance for EM.12.02.09

New EP 1 The organization's plan for managing its resources and assets describes in writing which items are considered emergency resources and assets and how it will document, track, monitor, and locate these resources and assets during and after an emergency or disaster incident to remain operational.
Note: The organization should be aware of the resources and assets it has readily available and what resources and assets may be quickly depleted depending on the type of emergency or disaster incident.

Ⓓ **Documentation is required**

New EP 2 The organization's plan for managing its resources and assets describes in writing how it will obtain, allocate, mobilize, replenish, and conserve its resources and assets during and after an emergency or disaster incident, including the following, based on the settings and services provided:
- Coordinating with a local health care system to request resources
- Coordinating with local supply chains or vendors
- Coordinating with local, state, or federal agencies for additional resources
Note: High priority should be given to resources that are known to deplete quickly and are extremely competitive to receive and replenish.

Ⓓ **Documentation is required**

EM.12.02.11

The organization has a plan for managing utility systems during an emergency or disaster incident.
Note 1: The organization considers its prioritized hazards identified as part of its hazard vulnerability analysis when developing a plan for utilities management.
Note 2: In the event of an emergency, some organizations may be unable to safely provide care, treatment, or services and would close until conditions allow safe operations.

Element(s) of Performance for EM.12.02.11

New EP 1 The organization's plan for managing utilities describes in writing the utility systems that it considers essential or critical to be able to continue to provide care, treatment, or services during an emergency or disaster incident.
Note: Essential or critical utilities to consider may include systems for electrical distribution; emergency power; heating, ventilation, and air conditioning; plumbing and steam boilers; and network or communication systems.

Ⓓ **Documentation is required**

New EP 2 The organization's plan for managing utilities describes in writing alternative means for providing essential or critical utilities.
Note: Examples of alternative means for providing utilities may include alternative water supplies or emergency power supply systems.

Ⓓ **Documentation is required**

EM.14.01.01

The organization has a disaster recovery plan.
Note: The organization considers its prioritized hazards identified as part of its hazard vulnerability analysis when developing a disaster recovery plan.

Element(s) of Performance for EM.14.01.01

New EP 1 **The organization has a written disaster recovery plan that describes strategies, actions, and individual responsibilities necessary to restore the organization's care, treatment, or services after an emergency or disaster incident.**
Note: If the organization is part of a system (such as a corporate health care or human services system, hospital, or hospital system) that has a unified and integrated emergency management program, the system's disaster recovery plan addresses strategies specific to each organization's needs.

Ⓓ **Documentation is required**

EM.15.01.01

The organization provides emergency management education and training.
Note: The organization considers its prioritized hazards identified as part of its hazard vulnerability analysis when developing education and training.

Element(s) of Performance for EM.15.01.01

New EP 2 **The organization provides initial and ongoing education and training in emergency management that is consistent with staff roles and responsibilities in an emergency at least every two years. The education and training include but are not limited to the following:**
- Communications plan
- Emergency response policies and procedures
- Evacuation, shelter-in-place, and lockdown procedures
- Where and how to obtain resources and emergency supplies
Documentation is required.

Ⓓ **Documentation is required**

EM.16.01.01

The organization conducts exercises to test its emergency operations plan and response procedures.
Note: The organization considers its prioritized hazards identified as part of its hazard vulnerability analysis when developing emergency exercises.

Element(s) of Performance for EM.16.01.01

New EP 5 **The organization is required to conduct one exercise per year to test the emergency operations plan. Documentation of emergency incidents, real or simulated, is required.**
Note 1: The annual exercise may be either an operations-based (full-scale or functional) or a discussion-based exercise (such as a mock disaster drill, tabletop, seminar, or workshop). See the Glossary for the definitions of operations-based and discussion-based exercises.
Note 2: The organization is exempt from conducting its next annual exercise if the organization activates its emergency operations plan and provides a summary of the event(s).

Ⓓ **Documentation is required**

EM.17.01.01

The organization evaluates and revises its emergency operations plan.

Element(s) of Performance for EM.17.01.01

New EP 1 The organization reviews and evaluates all exercises and actual emergency or disaster incidents. The organization reviews after-action reports (AARs), identifies opportunities for improvement, and recommends actions to take to improve its emergency operations plan, policies, and procedures. The AARs and improvement plans are documented.
Note 1: An AAR provides a detailed critical summary or analysis of a planned exercise or actual emergency or disaster incident. The report summarizes what took place during the event, analyzes the actions taken by participants, and provides areas needing improvement.
Note 2: If the organization is part of a system (such as a corporate health care or human services system, hospital, or hospital system) that has a unified and integrated emergency management program, the AARs and improvement plans may be developed at the system level provided there is collaboration with the identified organization leader(s).

Ⓓ **Documentation is required**

New EP 3 The organization reviews and makes necessary updates to the following items every two years, or more frequently if necessary:
- Hazard vulnerability analysis
- Emergency operations plan, policies, and procedures
- Communications plan
Note: If the organization is part of a system (such as a corporate health care or human services system, hospital, or hospital system) that has a unified and integrated emergency management program, the review and updates of items listed may be developed at the system level provided there is collaboration with the identified organization leader(s).

Ⓓ **Documentation is required**