**🆘 WHITE T-SHIRT DRILLS – Emergency Action Plan Mock Drills**

**I. Purpose**

A. To simulate real-world emergencies across the entire facility or company.  
B. To test response time, teamwork, and communication between departments.  
C. To keep all staff alert and engaged in maintaining a safe environment.  
D. To reinforce site-specific Emergency Action Plan (EAP) protocols.

**II. White T-Shirt Drill Overview**

A. **Concept**  
1. A staff member (or designated actor) wears a plain white t-shirt.  
2. A scenario “problem” is written on the chest in bold letters (e.g., “Active Seizure,” “Missing Child,” “Chemical Spill”).  
3. Any staff member who sees the “victim” must initiate the correct EAP response as if the situation were real.  
B. **Benefits**  
1. Builds facility-wide emergency readiness.  
2. Encourages proactive recognition of incidents.  
3. Provides leadership an opportunity to evaluate EAP effectiveness.

**III. Types of Scenarios for White T-Shirt Drills**

| **Scenario Type** | **Example T-Shirt Problem** |
| --- | --- |
| Medical Emergency | “Chest Pain – Possible Heart Attack” |
| Water Rescue | “Submerged Victim – Deep End” |
| Missing Child | “Code Adam – 4 Yr Old Missing” |
| Fire/Evacuation | “Smoke in Locker Room” |
| Chemical Incident | “Chlorine Leak – Pump Room” |
| Active Threat | “Active Shooter – Lobby” |
| Power Outage | “Lights Out – Facility Dark” |
| Disruptive Patron | “Aggressive Behavior – Lobby” |

**IV. Roles and Responsibilities**

**A. Designated Actor (White T-Shirt)**

1. Wears plain white t-shirt with clear “problem” text.
2. Behaves according to the scenario (subtle cues or dramatic depending on drill type).
3. May rotate locations to test multiple staff responses.

**B. Staff Responders**

1. Recognize scenario and initiate EAP.
2. Follow their role-specific responsibilities (lifeguards, front desk, maintenance, management).
3. Communicate with other staff and alert appropriate departments.

**C. Observers/Evaluators**

1. Monitor drill for response time and procedural accuracy.
2. Take notes on staff performance, communication, and patron management.
3. Provide feedback post-drill.

**V. Drill Flow**

**A. Planning**

1. Select scenario type (randomized or planned).
2. Assign actor(s) and observer(s).
3. Prepare evaluation forms for observers.

**B. Execution**

1. Actor enters facility wearing white t-shirt with scenario text.
2. Any staff who notices must:  
   a. Recognize situation.  
   b. Activate EAP as appropriate.  
   c. Assume roles (rescue, crowd control, call 911, etc.).

**C. Post-Drill**

1. End drill with “ALL CLEAR” announcement.
2. Hold a staff debrief session within 15 minutes.
3. Discuss:  
   a. What went well.  
   b. What needs improvement.  
   c. Changes to EAP if needed.

**VI. Evaluation Metrics**

| **Category** | **Metrics Example** |
| --- | --- |
| Recognition | Time from actor appearance to staff response. |
| Communication | Was chain of command properly notified? |
| EAP Execution | Were all roles fulfilled correctly? |
| Equipment Use | Was proper equipment retrieved & utilized? |
| Patron Management | Was crowd control effective? |
| Debrief Participation | Did all staff attend & contribute? |

**VII. Frequency and Variations**

A. **Monthly** drills for standard scenarios.  
B. **Quarterly** full-scale drills involving external agencies (EMS, Fire Dept.).  
C. **Random Surprise Drills** – white t-shirt actor appears without prior notice.  
D. **Department-Specific** drills to test isolated team response (Aquatics-only, Front Desk-only, etc.).

**VIII. Documentation**

A. Drill Date & Time: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
B. Scenario: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
C. Staff Involved: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
D. Observations: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
E. Corrective Actions: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
F. Next Drill Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

This system creates a culture where **any white t-shirt could trigger lifesaving action**, making staff always alert.