

Cedric Dean Holdings, Inc.

Peer Support NC Program
Hazard Vulnerability Analysis (HVA) Plan Policy

1. Policy Title

Hazard Vulnerability Analysis (HVA) Plan Policy

2. Effective Date

Effective: January 21, 2026

Review Cycle: Annual and as required by regulatory updates, operational changes, or after major incidents

3. Policy Statement

Cedric Dean Holdings, Inc. (CDH) is committed to proactively identifying, assessing, and mitigating hazards that may impact the **health, safety, dignity, and continuity of services** within the Peer Support NC Program.

This Hazard Vulnerability Analysis (HVA) Plan establishes a systematic process for evaluating risks, prioritizing preparedness efforts, and strengthening organizational resilience through prevention, mitigation, response planning, and recovery strategies.

4. Scope

This policy applies to:

- All CDH-owned, leased, or operated facilities
- Community-based, mobile, and administrative service locations
- All staff, contractors, volunteers, and participants
- All operational, environmental, technological, and human-caused hazards that may affect service delivery

5. Definitions

Hazard:

Any condition, event, or circumstance that has the potential to cause harm, disruption, or damage to individuals, facilities, operations, or reputation.

Vulnerability:

The degree to which CDH's operations, staff, or participants may be affected by a specific hazard.

Mitigation:

Actions taken to reduce the likelihood or impact of hazards.

Continuity of Operations (COOP):

Procedures that ensure essential services continue during and after disruptive events.

6. Guiding Principles

CDH's HVA framework is grounded in:

- Prevention Over Reaction
- Safety and Dignity First
- Risk-Based Decision Making
- Trauma-Informed Planning
- Transparency and Accountability
- Regulatory Compliance

7. HVA Process Overview

CDH shall conduct a structured HVA using the following steps:

1. Hazard Identification
2. Risk Scoring and Prioritization
3. Impact Analysis
4. Mitigation Strategy Development
5. Integration with Emergency and Safety Plans
6. Review, Training, and Continuous Improvement

8. Hazard Categories Assessed

8.1 Natural Hazards

- Severe weather (hurricanes, tornadoes, flooding, winter storms)
- Extreme heat or cold
- Earthquakes (as applicable)
- Wildfires (if regionally relevant)

8.2 Technological Hazards

- Power outages
- Water system failure
- Communication system failure
- Cybersecurity breaches
- Data loss or system outages

8.3 Human-Caused Hazards

- Violence or threats
- Theft or vandalism
- Active assailant situations
- Civil unrest

8.4 Operational and Clinical Risks

- Staff shortages
- Transportation disruptions
- Medication or supply shortages
- Behavioral health crises
- Participant safety incidents

8.5 Environmental and Public Health Risks

- Infectious disease outbreaks
- Hazardous material exposure
- Poor air or water quality

9. Risk Scoring Methodology

Each identified hazard shall be evaluated using the following criteria:

- **Probability:** Likelihood of occurrence

- **Impact:** Severity of harm to people, property, and operations
- **Preparedness Level:** Existing controls and readiness
- **Recovery Time:** Estimated time to restore normal operations

Hazards shall be assigned a **risk rating (Low, Moderate, High, or Critical)** to guide prioritization and resource allocation.

10. Mitigation and Preparedness Strategies

CDH shall develop and maintain strategies to:

- Reduce hazard exposure
- Strengthen facility and infrastructure resilience
- Improve staff training and awareness
- Maintain emergency supplies and equipment
- Enhance communication and alert systems
- Strengthen partnerships with local emergency responders

11. Integration with Emergency and Safety Plans

The HVA shall directly inform:

- Emergency Management Plan
- Organizational Safety Plan
- Environmental Care Plan
- Utility Management Plan
- Training and Drill Programs
- Continuity of Operations Plan (COOP)

12. Roles and Responsibilities

12.1 Chief Executive Officer / Emergency Coordinator

- Approves HVA findings and mitigation plans
- Allocates resources for high-risk priorities
- Ensures regulatory alignment

12.2 Safety and Compliance Officer (or Designee)

- Conducts annual HVA reviews
- Maintains documentation
- Coordinates training and corrective actions

12.3 Staff and Contractors

- Report hazards and near-misses
- Participate in training and drills
- Follow established safety and emergency procedures

13. Training and Awareness

CDH shall provide training on:

- Hazard recognition and reporting
- Emergency procedures
- Risk mitigation responsibilities
- Trauma-informed response during high-risk events

Training shall occur:

- During onboarding
- Annually
- After major incidents or HVA updates

14. Documentation and Records

CDH shall maintain:

- HVA assessment tools and scoring matrices
- Mitigation plans and corrective actions
- Training records
- Incident reports and after-action reviews

Records shall be retained in accordance with CDH's Records Management Policy.

15. Continuous Improvement

Following any major incident or drill, CDH shall:

- Conduct an After-Action Review
- Identify system gaps
- Update hazard scores and mitigation strategies
- Revise policies and training materials as needed

16. Regulatory Compliance

This policy aligns with:

- North Carolina DHHS operational and safety standards
- Medicaid and MCO emergency preparedness requirements
- OSHA workplace safety regulations
- FEMA and Incident Command System (ICS) principles
- HIPAA and data security standards (for technology-related hazards)

17. Non-Retaliation Policy

CDH prohibits retaliation against any individual who reports hazards, vulnerabilities, or safety concerns in good faith.

18. Enforcement and Disciplinary Action

Failure to comply with this policy may result in:

- Retraining
- Corrective action plans
- Disciplinary measures
- Contract termination
- Regulatory notification, when required

19. Policy Review and Revision

This policy shall be reviewed:

- Annually
- After major emergencies or incidents

- Upon regulatory or operational changes

20. Approval and Authorization

Approved By:

Cedric Dean, Chief Executive Officer
Cedric Dean Holdings, Inc.

Signature: _____
Date: January 21, 2026

21. Organizational Commitment Statement

Cedric Dean Holdings, Inc. affirms that **anticipating risk, reducing vulnerability, and strengthening preparedness** are essential to protecting individuals, staff, and communities. Through this Hazard Vulnerability Analysis Plan, CDH commits to proactive leadership, continuous improvement, and responsible stewardship of safety and services.