

Disaster responders are encouraged to decline deployment if unable to manage hardship code conditions as described below.

If.....	Hardship Code	Then...	Disaster responder should be prepared to...
Water Disruption	C1	<p>The regular water system of the area may be affected. Responders may experience:</p> <ul style="list-style-type: none"> • Lack of public water service; • Unsafe water in the vicinity; • Inoperable restrooms; • Limited shower/bathing facilities. 	<ul style="list-style-type: none"> • Use bottled water to drink, brush teeth, and bathe; • Carry water supplies.
Power Outage	C2	<p>Electricity may be off or intermittent at best. Responders may experience:</p> <ul style="list-style-type: none"> • Inability to charge portable electrical devices including cell phones, iPods, computers, CPAPs, nebulizers, oxygen concentrators, or electrical wheelchairs; • No air conditioning or heat. • No refrigeration for food, ice, or medicine; • No elevator service or emergency lighting after the battery pack has been exhausted; • No traffic lights; • No functioning gasoline pumps. 	<ul style="list-style-type: none"> • Take replacement batteries for personal items – consider acquiring a solar charging unit; • Decline deployment if an uninterrupted power source for a CPAP, nebulizer, oxygen concentrator, or electrical wheelchair is required; • Decline deployment if a special diet or refrigerated medication is required; • Drive with no stoplights, streetlights, or signage at night. • Experience limited access to elevators: <ul style="list-style-type: none"> ○ Carry baggage up flights of stairs; ○ Climb stairs if work/ lodging location is not on main floor.

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Limited Food Availability	C3	<p>Restaurants, grocery stores, etc. may be closed or unable to sell food. Food choices may be extremely limited, requiring the use of shelf-stable meals.</p> <p>Responders may find:</p> <ul style="list-style-type: none"> • No accommodation for unique dietary needs; • The use of shelf-stable meals; • Living and working conditions possibly far from food sources; • Schedules do not allow for regularly spaced meals. 	<ul style="list-style-type: none"> • Decline deployment until the infrastructure stabilizes if a unique diet (i.e., gluten free, low salt) or regularly spaced meals are required; • Use shelf-stable meals (that are extremely high in salt content and calories), which may impact medical conditions; • Experience irregular access to meals, which may impact medical conditions such as diabetes.
Extreme Weather Conditions (heat and/or humidity)	C4	<p>Temperatures may be high and/or have high humidity for prolonged periods.</p> <p>This may negatively impact responders with:</p> <ul style="list-style-type: none"> • Asthma, chronic obstructive pulmonary disease (COPD), skin disorders, and sensitivity to sunlight exposure while taking certain medications, e.g., certain antibiotics, coumadin; • Risk of potential infection from increased bacterial or fungal growth produced by high heat/humidity. 	<ul style="list-style-type: none"> • Decline deployment if: <ul style="list-style-type: none"> ○ Heat/humidity cause an increase in asthma or COPD; ○ Responder has a compromised immune system or other health-related conditions. • Before deployment, be aware that high heat/humidity may result in heat exhaustion and heat stroke – review the Incident Action Plan (IAP) safety message; • Carry extra water, a hat, and a wet cloth for heat regulation; • Stay hydrated; • Take rest periods to allow for cooling off.
Extreme Cold	C5	<p>The disaster environment may involve prolonged cold temperatures and adverse conditions such as ice, sleet, and snow.</p> <p>These conditions may:</p> <ul style="list-style-type: none"> • Result in health issues like frostbite; • Increase the risk of falls and injuries; • Impact some medical conditions with cold intolerance as a symptom. 	<ul style="list-style-type: none"> • Experience inadequate heat in housing and work locations; • Wear appropriate clothing such as coats, hats, gloves, scarf, and cold weather boots; • Understand that hand and feet pocket warmers may be difficult to find on the disaster; • Expect slow and difficult travel conditions.

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Housing Shortage	C6	<p>Commercial (hotel) housing is not available. Lodging may be in the form of staff shelters or dormitory-style rooms with shared bathrooms and showers.</p> <p>This lodging may:</p> <ul style="list-style-type: none"> • Provide limited or no privacy; • House many responders in a common area, such as a gymnasium; • Be on a military ship with narrow stairways and berths stacked 3 or 4 high with 18- to 24-inch separations; • Require sleeping on a cot (Note: most cots are weight limited to 250 lbs.). 	<ul style="list-style-type: none"> • Be housed in large group settings with shared facilities such as co-ed dormitories; • Use port-a-potties and shower trucks; • Bring a sleeping bag for a cot; • Bring hand and bath towels and other personal toiletries; • Bring ear plugs or noise-cancelling headsets; • Bring a sleep mask; • Share space in a client shelter when staff share lodging accommodations.
Working Conditions	C7	<p>Work areas may be tight, noisy, and/or stressful for responders. Working conditions may cause:</p> <ul style="list-style-type: none"> • Extended working hours; • Increased difficulty with travel; • Increased walking because of road conditions; • Limited headquarters space and overcrowding; • Work to be completed in tents, which can produce: <ul style="list-style-type: none"> ○ Communication difficulties; ○ Higher levels of background noise. 	<ul style="list-style-type: none"> • Encounter unusually high stress circumstances; • Maintain flexibility in work assignments and locations by: <ul style="list-style-type: none"> ○ Carrying/managing luggage on public transportation, on stairs in hotels, and in all other situations; ○ Adhering to the Code of Conduct of the Red Cross. ○ Being relentlessly kind.
Limited Healthcare Access	C8	<p>Community health care systems, including emergency medical services, may not be available or may be difficult to obtain, resulting in delayed medical care due to closed hospitals and pharmacies, and delayed ambulance response.</p> <p>This is very likely to occur in:</p> <ul style="list-style-type: none"> • Very large disasters with a large amount of destruction; • Rural, medically underserved areas where advanced life support, specialized medical procedures, and/or medications are not available; 	<ul style="list-style-type: none"> • Decline deployment if routine lab tests or medication refills during the deployment are required; • Decline deployment if you are subject to a recurrent need for emergency room treatment, e.g., life-threatening allergic reactions, diabetes; • Take care of yourself without immediate access to emergency care.

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		<ul style="list-style-type: none"> Island operations where there is already a shortage of basic health care services and where specialized care requires an off-island transfer. 	
<p align="center">Extreme Emotional Experience</p>	<p align="center">C9</p>	<p>Because of the type or severity of the disaster, responders may be exposed to repeated emotional stress. The responder may be exposed to:</p> <ul style="list-style-type: none"> Mass casualties (multiple injuries and/or fatalities); Mass destruction; High levels of psychological impact to an affected community; Catastrophic events; Distressed victims or families. 	<ul style="list-style-type: none"> Review possible deployment with the Pre-Assignment Health Questionnaire Mental Health Reviewer; Complete the <i>Staff Screening Questionnaire</i> survey as a tool in making the decision to deploy.
<p align="center">Road Travel Conditions on the Operation</p>	<p align="center">C10</p>	<p>Roads may be congested, partially or completely impassible, or require frequent detours or single lanes. These conditions may result in:</p> <ul style="list-style-type: none"> Missing street signs; Hard-to-find locations; Non-functioning traffic lights; Many detours. 	<ul style="list-style-type: none"> Cover a wide area and routinely spend long hours in transit to and from a work or housing location; Drive long distances at night or day on unfamiliar roads; Be expected to carpool with 3 or more people; Be able to navigate using a map, as GPS may not be available.
<p align="center">Transportation Limitations: Getting to and from the Operation</p>	<p align="center">C11</p>	<p>Getting to and from the operation will likely be difficult and require endurance and flexibility. The responder may experience:</p> <ul style="list-style-type: none"> Assignments through a staging area; Use of alternate routes; Unusual or multiple travel connections; Noncommercial/military carries (trucks, helicopter); Lack of rental cars. 	<ul style="list-style-type: none"> Experience long times in transit and layovers; Experience uncomfortable modes of transportation; Experience lack of bathrooms or rest area facilities during transportation; Encounter situations that require increased agility, endurance, and a positive attitude; Endure having to “hurry up and wait.”

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Air Quality	C12	<p>The disaster environment may involve exposure to smoke, dust, ash, mildew, air density issues (e.g., decreased oxygen with increased altitude), and/or poor air quality.</p> <p>This may especially impact responders with:</p> <ul style="list-style-type: none"> • Chronic respiratory conditions such as asthma, COPD, etc.; • Allergic reactions to mold and mildew. 	<ul style="list-style-type: none"> • Decline deployment until air quality improves; • Decline deployment if a respiratory or cardiovascular condition could be made worse by poor air quality; • Consider your overall fitness for duty, including obesity, as a risk factor when going into areas with poor air quality; • Possibly experience headaches or difficulty breathing at elevated altitudes.
Walking and Stairs	C13	<p>Disaster conditions may result in the following:</p> <ul style="list-style-type: none"> • Walking on uneven or slippery terrain; • Walking long distances; • Getting in and out of vehicles multiple times; • Using stairs without handrails; • Accessing work and/or housing locations above ground level, requiring going up/down several flights of stairs; • Using public transportation. 	<ul style="list-style-type: none"> • Climb stairs unassisted in multiple locations while carrying luggage; • Climb stairs unassisted while carrying work-required items (laptop, forms, etc.); • Walk for extended distances; • Walk on slippery or uneven terrain including sidewalks; • Manage uneven terrain using assistive devices.
Health Advisory	C14	<p>Centers for Disease Control or local public health departments have indicated confirmed cases of:</p> <ul style="list-style-type: none"> • Flu; • West Nile virus; • Other infectious disease, e.g., Valley Fever, Dengue, Norovirus, Hepatitis A, measles, Zika virus. 	<ul style="list-style-type: none"> • Follow guidelines concerning your health, working, and lodging conditions as issued through public health department; • Consider getting flu shot if able; • Consider adult vaccinations such as tetanus, Hepatitis A.

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<p>Tier 2 Mass Casualty or Tier 3 Austere Environment</p> <p>Disaster Relief Operations that Require Additional Screening</p>	<p>C15</p>	<p>These conditions may:</p> <ul style="list-style-type: none"> • Produce a high level of psychological and/or emotional impact on both responders and the affected community; • Limit availability of supplies; • Limit communications; • Severely impact public and private infrastructure in the affected area. • Health advisory (e.g., COVID-19) 	<p>Complete additional screening to include a phone interview and/or online questionnaire.</p>