The organization evaluates the effectiveness of its Emergency Management Plan.

**Element(s) of Performance for EM.03.01.03**
1. As an emergency response exercise, the organization activates its Emergency Management Plan once a year at each site included in the plan for non-24-hour settings; 24-hour settings are required to activate the plan twice each year.
   Note 1: If the organization activates its Emergency Management Plan in response to one or more actual emergencies, these emergencies can serve in place of emergency response exercises.
   Note 2: Tabletop sessions, though useful, are not acceptable substitutes for these exercises.

3. The organization conducts an exercise to test the emergency plan at least annually. Every other year, the organization’s annual exercise is selected from one of the following:
   - A full-scale, community-based exercise.
   - When a community-based exercise is not possible, a facility-based, functional exercise.
   - If the organization experiences an actual emergency (natural or man-made) that requires activation of the emergency plan, the organization is exempt from engaging in its next required full-scale, community-based exercise or facility-based, functional exercise following the onset of the emergency event.

   In the opposite year, the organization’s annual exercise includes, but is not limited to, one of the following:
   - A second full-scale, community-based exercise
   - A second facility-based, functional exercise
   - Mock disaster drill
   - Tabletop exercise or workshop that is led by a facilitator and includes a group discussion using a narrated, clinically relevant emergency scenario and a set of problem statements, directed messages, or prepared questions designed to challenge an emergency plan

   Note: See the Glossary for the definitions of community-based exercise, full-scale exercise, and functional exercise.