

HOTHREAT

C B R N

A set of trainings



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Project consortium

Research, expertise, technology providers



End-users



Law enforcement agencies



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Polaris Hospitality Enterprises	PL
Hotel Boss	PL
Safety Core	PL
International Security and Emergency Management Institute	SK
National Institute of Aerospace Technology	ES
Atiram Hotels	ES
The Center for Security Studies	EL
Hellenic Police	EL
Konngruent	RO
Sigoria Security Solutions	PL
Center for Social Innovation	CY
Aphrodite Hills Resort	CY
The Nicosia Tourist Board	CY
Lodz Regional Police Headquarters	PL
Fondazione Safe	IT
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1. Introduction

The main objective of the training programme was to enhance the preparedness and response capacity of hotels and conference centres in the event of CBRNe (Chemical, Biological, Radiological, Nuclear and explosive) incidents. The hospitality sector, due to its open-access character, high guest turnover and the organisation of mass events, may constitute a potential target or location of complex emergencies.

To achieve this objective, both theoretical and practical training sessions were delivered by experts from the HOTHREAT project consortium. The programme combined knowledge transfer with hands-on exercises designed to build practical skills and decision-making capacity under simulated crisis conditions.

A total of five training events (combining theoretical and practical components) were organised in accordance with the developed training curriculum. The training was conducted in Spain, Cyprus and Poland at selected partner locations.

The training sessions took place at:

1. Combined 1st and 2nd training at Tres Torres Hotel & Arenas Hotel in Barcelona, Spain (13th and 14th of January 2025)
2. Third training at Aphrodite Hills Resort in Kouklia, Cyprus (11th April 2025)
3. Fourth training at University of Lodz Training and Conference Centre located in Lodz, Poland (4th and 5th of June 2025)
4. Fifth Hotel BOSS in Warsaw, Poland (2nd and 3rd of February 2026)

Each training was tailored to different professional groups within the hotel structure, including:

- Management personnel
- Security personnel
- Reception staff
- Maintenance staff
- Cleaning services
- Restaurant personnel

1.1. Tres Torres & Arenas – Spain (Barcelona)

The first two training sessions were organised on 13th and 14th of January 2025 in Barcelona and hosted at Hotel Atiram Tres Torres (Carrer de Calatrava, 32, Sarrià-Sant Gervasi, 08017 Barcelona). The training involved staff members from both Atiram Tres Torres and Atiram Arenas (Carrer del Capità Arenas, 20, 08034 Barcelona), which belong to the same hotel chain and are partners in the HOTHREAT project.

The sessions combined theoretical and practical components and were organised to minimise disruption to daily hotel operations. Employees from various departments participated simultaneously, ensuring interdisciplinary cooperation and shared situational awareness.

A total of 23 participants took part in each training day.

Day 1		
No	Time	Topics
1	09.00 - 09.15	Welcome speech and project introduction
2	09.15 - 10.00	<ul style="list-style-type: none"> To understand CBRNe threats and their impact for hotels and conference centres To understand basic CBRNe terminology To have basic Knowledge of CBRNe agents and its recognition To recognize CBRNe vulnerabilities at hotels and conference centres To understand the need and implementation of incident command and communication system
3	10.00 - 10.15	Break
4	10.15 - 10.55	<ul style="list-style-type: none"> To have basic knowledge of the selection and use of personal protection equipment (PPE) for different CBRNe scenarios To understand basic decontamination procedures To understand the need for the implementation of procedures for the protection of potential victims To understand the work of the multiagency response (police, fire brigade, medical services) after a CBRNe incident
5	10.55 - 11.10	Coffee break
6	11.10 - 11.45	<ul style="list-style-type: none"> To have basic knowledge of CBRNe protection guidelines for cleaning services To understand the need for training, practical exercises, and drills for CBRNe preparedness To understand evacuation procedures for different threat types

7	11.45 - 12.20	Security only: <ul style="list-style-type: none"> To understand sheltering places and safe zones after a CBRNe incident To manage vulnerable populations after a CBRNe incident To understand the need for securing the incident scene To establish perimeters and access control after a CBRNe incident To perform efficient crowd and traffic control To elaborate adequate CBRNe VIP protection programme
8	12.20 -12.30	Split into two groups: AR /App
9	12.30 - 13.30	APP training (min. 4 p – manager + 3 security officer / hotel)
10	12.30 - 13.30	AR training (min. 2 p – manager + 1 security officer / hotel)
11	13.30 - 13.45	Summary of the day – discussion

Day 2		
No	Time	Topics
1	09.00 - 09.15	Description of the organization of the training
2	09.15 - 11.00	Group A: <ul style="list-style-type: none"> 4C – How to react in case of dangerous item is found; HOT – How to decide if found item is dangerous or not; 1,2,3+ - How to react in case of multiple victims 5S – how to recognize CBRN threat;
	9.15 - 11.00	Group B: <ul style="list-style-type: none"> ETHANE – How to report the situation to emergency services Remove x 3 – how to react in case of CBRN agent is dispersed SIP - How to react if evacuation is not possible Initial decontamination – What to do in case of a person is contaminated – before arrival of emergency services Evacuation – how to conduct CBRN evacuation – differences from typical evacuation.
3	11.00 – 11.15	Coffee break
4	11.15 - 13.00	Group A: <ul style="list-style-type: none"> ETHANE – How to report the situation to emergency services Remove x 3 – how to react in case of CBRN agent is dispersed SIP - How to react if evacuation is not possible Initial decontamination – What to do in case of a person is

		<p>contaminated – before arrival of emergency services</p> <ul style="list-style-type: none"> • Evacuation – how to conduct CBRN evacuation – differences from typical evacuation.
5	11.15 - 13.00	<p>Group A:</p> <ul style="list-style-type: none"> • 4C – How to react in case of dangerous item is found; • HOT – How to decide if found item is dangerous or not; • 1,2,3+ - How to react in case of multiple victims • 5S – how to recognize CBRN threat;
6	13:00 - 13.45	Summary of the day - discussion

1.2. Aphrodite Hills Resort – Cyprus (Kouklia)

The second training session was organized on 11th April 2025 at Aphrodite Hills Resort. The first sessions focused on CBRNe threats, preparedness and response. The second session focused on IT solution elaborated withing the project: management application and AR (Augmented Reality) solutions. .

A total of 26 participants took part in each training day.

Day 1		
No	Time	Topics
1	09.15 - 09.30	Welcome speech and project introduction
2	9:30 - 11:00	Introduction to CBRNe threats <ul style="list-style-type: none"> • CBRNe threats and their impact for hotels and conference centres • CBRNe terminology & basic knowledge of CBRNe agents and its recognition • Recognition of CBRNe vulnerabilities at hotels and conference centres • Use of personal protection equipment (PPE)
3	11:00 – 11:15	Coffee break
4	11:15 – 12:30	Introduction to CBRN procedures <ul style="list-style-type: none"> • To understand basic decontamination procedures • Recognition procedures: 4C, HOT, 1,2,3+, 5S • Reporting procedures
5	12:30 – 13:30	Lunch
6	13:30 – 16:30	<ul style="list-style-type: none"> • Management application introduction, training and validation • AR application introduction, training and validation
7	16:30 - 17:00	Summary of the day – discussion

1.3. Training Conference Center – Poland (Lodz)

The training sessions in Lodz were organized over two consecutive days on 4th and 5th of June 2025. Participants included staff from the University of Lodz dormitories as well as employees of the University of Lodz Conference and Training Centre (Kopcińskiego 16/18, 90-232 Lodz).

All sessions were conducted in Polish to ensure clarity, full engagement and effective knowledge transfer. Each day involved 14 participants representing different operational roles within the facilities.

Day 1 & 2		
No	Time	Topic
1	9.00 - 9.15	Welcome speech and project introduction
2	9.15 - 9.35	Basic knowledge about CBRNe threats <ul style="list-style-type: none"> • To understand CBRNe threats and their impact for hotels and conference centres. • To understand basic CBRNe terminology. • To have basic Knowledge of CBRNe agents and its recognition. • To understand CBRN situation development • To recognize CBRNe vulnerabilities at hotels and conference centres.
3	09.35 - 10.05	5s procedure <ul style="list-style-type: none"> • Theoretical introduction • Presentation by trainers • Exercise by trainees • Summary – errors and good practices • Questions and answers
4	10.05 - 10.35	1,2,3 + procedure <ul style="list-style-type: none"> • Theoretical introduction • Presentation by trainers • Exercise by the first team (two people) • Summary – errors and good practices • Exercise by the second team • Final summary of the procedure • Questions and answers
5	10.35 - 11.05	Methane/Ethane procedure <ul style="list-style-type: none"> • Theoretical introduction • Presentation by trainers • Exercise by the first team (two people)

		<ul style="list-style-type: none"> • Summary – errors and good practices • Exercise by the second team • Final summary of the procedure • Questions and answers
	11.05-11.20	Coffee break
6	11.20 - 11.40	<p>Evacuation procedure</p> <ul style="list-style-type: none"> • Theoretical introduction • Presentation by trainers • Exercise by the first team (two people) • Summary – errors and good practices • Exercise by the second team • Final summary of the procedure • Questions and answers
7	11.40-12.10	<p>Remove, remove, remove procedure</p> <ul style="list-style-type: none"> • Theoretical introduction • Presentation by trainers • Exercise by the first team (two people) • Summary – errors and good practices • Exercise by the second team • Final summary of the procedure • Questions and answers
8	12.10-12.40	<p>Initial decontamination procedure</p> <ul style="list-style-type: none"> • Theoretical introduction • Presentation by trainers • Exercise by the first team (two people) • Summary – errors and good practices • Exercise by the second team • Final summary of the procedure • Questions and answers
9	12.40-13.20	<p>Use of initial decontamination set</p> <ul style="list-style-type: none"> • Theoretical introduction • Presentation by trainers • Exercise by the first team (two people) • Summary – errors and good practices • Exercise by the second team • Final summary of the procedure • Questions and answers

	13.20 – 13.40	Coffee break
10	13.40-14.10	<p>Assembly point management</p> <ul style="list-style-type: none">• Theoretical introduction• Presentation by trainers• Exercise by the first team (two people)• Summary – errors and good practices• Exercise by the second team• Final summary of the procedure• Questions and answers
11	14.10-14.50	<p>Mobile app training</p> <ul style="list-style-type: none">• Theoretical introduction• Presentation by trainers• Exercise by the first team (two people)• Summary – errors and good practices• Exercise by the second team• Final summary of the procedure• Questions and answers
12	14.50 - 15.05	Evaluation of the training
13	15.05 – 15.40	Summary of the day - discussion

1.4. Hotel BOSS – Poland (Warsaw)

The training held at Hotel BOSS in Warsaw (Żwanowiecka 20, 04-849 Warsaw) on 2nd and 3rd of February 2026 marked the final stage of the training cycle. All hotel staff, along with the team from **DoubleTree by Hilton** Warsaw, participated in the sessions.

The program was implemented over two days and combined operational response training with extended modules on food defense and epidemiological risk management.

Each training day involved 17 participants.

Day 1		
No	Time	Topic
1	9.00 - 9.15	Welcome speech and project introduction
2	9.15 - 9.45	Basic knowledge about CBRNe threats <ul style="list-style-type: none"> To understand CBRNe threats and their impact for hotels and conference centres. To understand basic CBRNe terminology. To have basic Knowledge of CBRNe agents and its recognition. To understand CBRN situation development To recognize CBRNe vulnerabilities at hotels and conference centres.
3	09.45 - 10.20	5s + 4C procedure <ul style="list-style-type: none"> Theoretical introduction Presentation by trainers Exercise by trainees Summary – errors and good practices Questions and answers
4	10.20 - 11.00	1,2,3 + procedure <ul style="list-style-type: none"> Theoretical introduction Presentation by trainers Exercise by the first team (two people) Summary – errors and good practices Exercise by the second team Final summary of the procedure Questions and answers
5	11.00 - 11.40	Methane/Ethane procedure <ul style="list-style-type: none"> Theoretical introduction

		<ul style="list-style-type: none"> • Presentation by trainers • Exercise by the first team (two people) • Summary – errors and good practices • Exercise by the second team • Final summary of the procedure • Questions and answers
	11.40-12.00	Coffee break
6	12.00 - 12.30	<p>Evacuation procedure</p> <ul style="list-style-type: none"> • Theoretical introduction • Presentation by trainers • Exercise by the first team (two people) • Summary – errors and good practices • Exercise by the second team • Final summary of the procedure • Questions and answers
7	12.30-13.00	<p>Remove, remove, remove procedure</p> <ul style="list-style-type: none"> • Theoretical introduction • Presentation by trainers • Exercise by the first team (two people) • Summary – errors and good practices • Exercise by the second team • Final summary of the procedure • Questions and answers
8	13.00-13.40	<p>Initial decontamination procedure</p> <ul style="list-style-type: none"> • Theoretical introduction • Presentation by trainers • Exercise by the first team (two people) • Summary – errors and good practices • Exercise by the second team • Final summary of the procedure • Questions and answers
9	13.40-14.10	<p>Use of initial decontamination set</p> <ul style="list-style-type: none"> • Theoretical introduction • Presentation by trainers • Exercise by the first team (two people) • Summary – errors and good practices • Exercise by the second team • Final summary of the procedure

		<ul style="list-style-type: none"> • Questions and answers
10	14.10-15.00	<p>Assembly point management</p> <ul style="list-style-type: none"> • Theoretical introduction • Presentation by trainers • Exercise by the first team (two people) • Summary – errors and good practices • Exercise by the second team • Final summary of the procedure • Questions and answers
13	15.00 – 15.20	Summary of the day - discussion

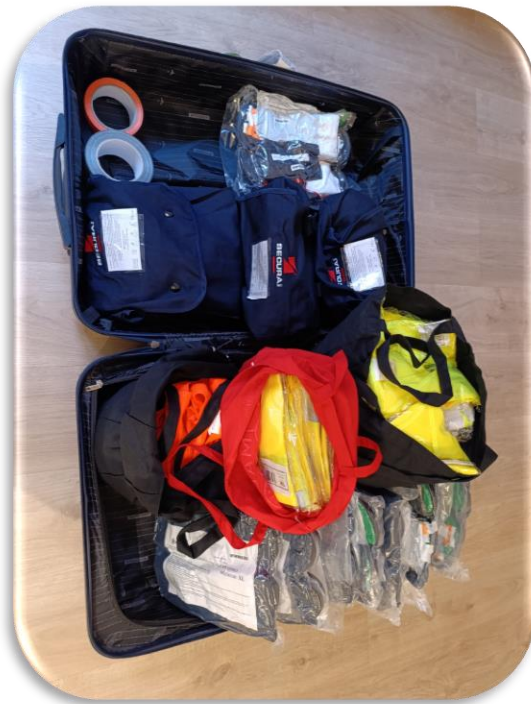
Day 2		
No	Time	Topic
1	9.00 - 10.00	<p>Mobile app training</p> <ul style="list-style-type: none"> • Theoretical introduction • Presentation by trainers • Exercise by the first team (two people) • Summary – errors and good practices • Exercise by the second team • Final summary of the procedure
2	10.0 - 10.30	<p>Food defence introduction</p> <ul style="list-style-type: none"> • Most common errors in food industry (mislabelling, adulteration etc.) • Most relevant pathogens, chemicals and radionuclides • Symptoms of food borne diseases
3	10.30 - 11.15	<p>Food defence procedures</p> <ul style="list-style-type: none"> • Detection of food-related problems • Workplace Infection Control • Outbreak vs Incident • FMEA (Failure Mode and Effect Analysis) • HACCP
	11:15 - 11.35	Coffee break
4	11.35 - 12.00	<p>Epidemiological inquiry – introduction</p> <ul style="list-style-type: none"> • Definition of Epidemiology • Epidemiological Triangle

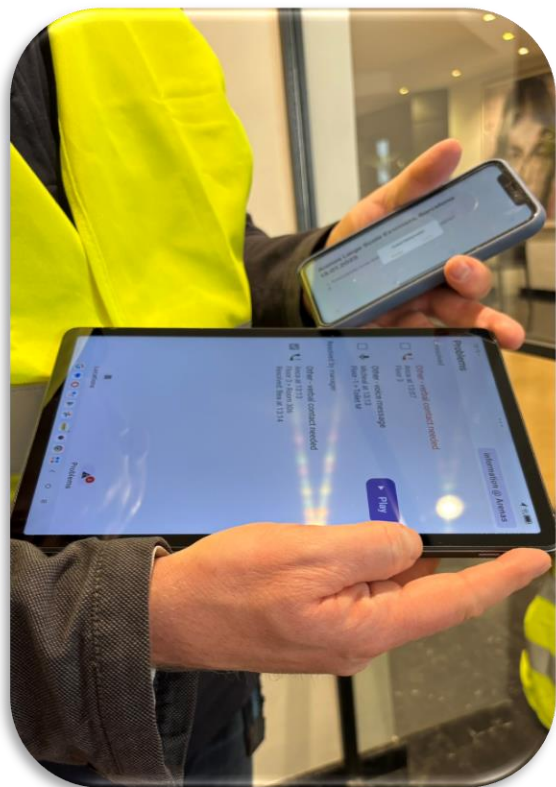
		<ul style="list-style-type: none"> • Modes and routes of transmission • Agents and decontamination methods
5	12.00 - 12.45	<p>Epidemiological inquiry – SINS procedure</p> <ul style="list-style-type: none"> • Theoretical introduction • Symptoms checklist • Isolation of affected people • Notification to services • Site Clean up • Decision tree
6	12.45-13.00	Evaluation of the training
7	13.00 - 13.30	Summary of the day - discussion

1.5. Visual documentation

Photographs from training sessions











2. Surveys

After two days of training, the participants completed the surveys and rated the training, the trainers and logistics preparation. Below are the questions from the surveys:

Participant Information:

- Age
- Gender
- Occupation

General Evaluation

- Overall, how would you rate the trainer?
- How would you rate the training curriculum in terms of structure, coherence, and clarity?
- How well did the training materials correspond to the needs of the target groups?

The ratings were also given on a scale of 1 to 5 for questions such as:

- How would you rate the training overall in terms of organization, provided materials, and delivery?
- The objectives of the training were made clear by the trainers.
- The topics covered were relevant to my needs.

Knowledge Assessment on CBRNE Topics:

- Chemical Hazards: Before Training | After Training
- Biological Hazards: Before Training | After Training
- Radiological/Nuclear Hazards: Before Training | After Training

Training Content :

- The content of the training sessions was relevant and appropriate for the targeted audience.
- All necessary topics related to CBRNE were covered by the curriculum.

About the trainers:

- The trainer was effective in delivering the training content.
- The trainer engaged the participants effectively.
- The trainer encouraged questions and interaction.
- The trainer was able to answer questions clearly and accurately.
- The trainer's pacing and time management during the session were effective.

Most participants answered the questions regarding the trainers' performance, training curriculum, training material and training organization with "Good" or "Excellent" (4-5 in the 1- 5 Likert Scale), indicating a very high level of satisfaction.

Reportedly, the training topics were very relevant to the participants' needs and job positions, and the participants unanimously agreed that the training improved their knowledge about CBRNe threats, while also enhancing their ability to respond to such incidents. That is also evident by their own rating of their CBRNe knowledge prior to and following their training.

It is worth mentioning that training sessions were combined with Large Scale Exercises (LSE), which allowed trainees to put to practice newly acquired knowledge.

3. Summary

The HOTHREAT project planned and successfully implemented four training sessions dedicated to four different hotels and conference centres across Spain, Cyprus and Poland.

The organisation of the trainings required coordination between multiple partners and locations, bringing together employees from different facilities and operational backgrounds. This collaborative approach strengthened inter-organisational cooperation and enhanced the overall resilience of participating institutions.

Through the integration of theoretical knowledge, practical exercises and scenario-based simulations, the project significantly contributed to improving preparedness, procedural awareness and operational confidence among hospitality sector professionals in the context of CBRNe threats.