

Emergency Department Anti - Violence

Purpose:

To provide a safe clinical environment for patients, staff and visitors who seek medical care in Emergency Department.

Policy Statement:

is committed to providing an environment free from violence, threats of violence, harassment, intimidation and other disruptive behavior. Acts of violence and threats of violence, whether expressed or implied, will not be tolerated. All reports of violence or threats of violence will be taken seriously and will be addressed appropriately. In egregious situations or situations involving previous acts of violence, may expedite a discharge of a patient (per regulatory requirements), with a medical screening, or ban individuals from the campus except when seeking life-threatening medical care.

Application:

All patients, staff and visitors.

Exemptions:

None

Definitions:

Violence: Any conduct that rises to a level of being offensive or intimidating in nature making another individual reasonably fear for his/her personal safety or the safety of others or of property belonging to patients, employees, or visitors.

Procedure:

1. Notice
 - 1.1. will prominently post signage throughout the ED promulgating this Policy.
2. Violations

Below are examples of acts that would be considered violations of this Policy. This list is designed to highlight areas of concern, identify more common violations, and to serve as a **guide** and shall not be considered all inclusive.

 - 2.1. Threatening physical or aggressive contact directed toward another individual or engaging in behavior that causes a reasonable fear of such contact.
 - 2.2. Threatening an individual or property with physical harm or behavior that causes a reasonable fear of physical harm.
 - 2.3. Intentional destruction or threat of destruction of property or the property of a patient, employee or visitor.

- 2.4. Harassing or threatening physical, verbal, written or electronic communication, including the video or audio taping of an employee that causes a reasonable fear or intimidation response in others.
 - 2.5. Veiled threats of physical harm or intimidation or similar statements, in any form, that lead to a reasonable fear of harm or an intimidation response in others.
 - 2.6. Communicating the inappropriate use of firearms or weapons of any kind.
 - 2.7. Possessing any weapon(s) of any type, licensed or not, on premises. A weapon includes firearms, knives or any object that has been modified to serve, or has been employed, as a weapon.
3. Reporting
 - 3.1. All threats in potential violation of this Policy should be reported by any employee to Public Safety, without the need to report to an immediate manager or supervisor.
 - 3.2. The potential Policy violation should subsequently be reported to the Office of Employee & Labor Relations.
4. Investigation
 - 4.1. Public Safety will respond to the ED.
 - 4.2. Public Safety will thoroughly investigate all reports of threats or actual violence.
 - 4.3. Public Safety may consult with law enforcement or other resources as it deems necessary and appropriate.
5. Outcome
 - 5.1. If a violation of this Policy occurs, Public Safety will take appropriate preventive and corrective action.
 - 5.2. Violators of this Policy may be subject to criminal prosecution.
 - 5.3. If the responding Public Safety officer memorializes the incident in a written report, a copy of the report will be sent to the Office of Employee & Labor Relations.
 - 5.4. The Office of Employee & Labor Relations will dialogue with any impacted employee and discuss available resources.

Responsibility:

All