VERITAS:
Changes Are Coming

WORKPLACE VIOLENCE AND REPORTING FOR STAFF/EMPLOYEES
What is Workplace Violence

Any act or threat of physical violence, harassment, intimidation or other threatening disruptive behavior that occurs at the work site.

About 1 in 10 workplace injury fatalities are homicides.

2 million American workers report having been victims of workplace violence each year – and that is just the reported incidences.

The rate of serious workplace violence lost time events in healthcare settings is four times greater than other industries. Healthcare accounts for as many serious violent injuries as all other industries combined.

OSHA (Occupational Safety and Health Administration) GUIDELINES

Healthcare industry (HCI) is considered “High Risk”

Each workplace violence incident is an OSHA recordable event

OSHA categorizes workplace violence into 4 subgroups:
  ◦ Criminal Intent (Example-Someone attempts to rob the pharmacy)
  ◦ Patient on Worker (This is patients and visitors)
  ◦ Coworker (Example-A co-worker bullies another co-worker)
  ◦ Personal (Generally considered domestic violence)
These are the Veritas Categories Containing the Question

<table>
<thead>
<tr>
<th>Property Damage Complaint</th>
<th>Safety/Security/Restraint Other</th>
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<tbody>
<tr>
<td>Fall</td>
<td>Injury/Illness</td>
</tr>
<tr>
<td>Home Health</td>
<td>Work Related Injury or Illness</td>
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</tbody>
</table>

**NOTE:** IF THE VICTIM IS AN EMPLOYEE, YOU MUST CHOOSE “WORK RELATED INJURY OR ILLNESS”
WHAT IS THE QUESTION?
Is this a workplace violence event? Yes or No
IF THE EVENT IS RELATED TO WORKPLACE VIOLENCE ADDITIONAL QUESTIONS APPEAR
## Classification of Individual Who Committed the Violence
- Patient
- Employee
- Visitor
- Student

## Classification of Circumstances
- Community setting
- Completing usual job duties
- High crime area
- Isolated or alone
- Low staffing level
- Poorly lit area
- Rushed
- Unable to get help or assistance
- Unfamiliar or new location

## Name of Perpetrator Who Committed Violence

## Reported Type of Violence
- Criminal Intent
- Patient on Patient
- Patient on Visitor
- Patient/Visitor on Worker
- Personal Relationship
- Visitor on Patient
- Worker on Worker
IF THE VICTIM IS AN EMPLOYEE

THE EVENT MUST BE REPORTED AS A WORK RELATED INJURY/ILLNESS
Need to File a Report or Have Questions??
Risk Management Contact

Veritas (from any CWS or in StarPanel or Medical Center main page Resources for Employees)
OR
615-936-0660
OR
Operator and ask for Risk Management
OR
After Hours On Call Phone 615-878-0705