Guiding Hospitals in Workplace Violence Prevention

Violence in Healthcare
Workplace violence has high costs for hospitals—both in terms of lives impacted and resources spent. Nearly 50% of emergency physicians have been assaulted at work and 70% of emergency nurses report being hit and kicked on the job. Response efforts cost hospitals across the U.S. $2.7 billion in a single year.

New and Revised Joint Commission Requirements
The Joint Commission revised its standards that provide a framework for hospitals to develop effective workplace violence prevention systems.

Prevention Act
The Illinois Health Care Violence Prevention Act went into effect on January 1, 2019 to combat attacks against workers across healthcare settings—where workplace violence is four times more common.

Guidance on Compliance
IHA Business Resources, through our Workers’ Compensation Loss Control programs, offers guidance to hospital and health system leaders on compliance with the State law. Under the law, hospitals must have a workplace violence prevention program in place that complies with the Occupational Safety and Health Administration (OSHA) guidelines for preventing workplace violence.

To learn more, please contact:
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Our team of professionals—focused exclusively on Illinois healthcare—offers responsive and tailored expertise to help reduce exposures and control potential loss.
Requirements
Your hospital’s or health system’s workplace violence prevention program must document in your policies or procedures that:

- Management cannot discourage healthcare workers from exercising their right to contact law enforcement to file a report because of workplace violence; and
- Healthcare workers must notify the hospital within three days of contacting or filing a report with law enforcement in regards to workplace violence.

The State law outlines specific responsibilities and procedures for healthcare providers and law enforcement to more effectively ensure the safety of healthcare workers while providing care for “committed persons,” e.g., persons in the criminal justice or juvenile justice systems.

Additional Steps
Here’s what else hospitals must do to maintain compliance:

- Display a notice stating that verbal aggression will not be tolerated and physical assault will be reported to law enforcement.
- Offer immediate post-incident services for healthcare workers directly involved in a workplace violence incident caused by patients or their visitors.
- Document the Workplace Violence Incident Types outlined in OSHA's Workplace Violence for Healthcare Worker document. We recommend these violence types be documented in your insurance company’s or Third-Party Administrator’s claims program.
- Document management’s commitment and healthcare worker participation within the program, e.g., employee participation in the workplace violence prevention committee.

Our Experts Are Here to Help
IHA’s Workers’ Compensation Loss Control experts are here to help you meet all the requirements outlined above. We know that compliance matters not only to your hospital’s bottom line but to the patients you serve and the healthcare workers who depend on a safe work environment.