

# Workplace Violence (WPV) Prevention Program

## Organization Self-Assessment



Complete each field below to assess your organization's current efforts towards workplace violence prevention and reduction.

<b>Question</b> Check the "Y" box to designate <b>Yes</b> Check the "NI" box to designate if the area <b>Needs Improvement</b>	<b>Y</b>	<b>NI</b>	<b>Comments</b>
Has your board/governing body established workplace violence as an organizational priority?			
Does your organization have an interdisciplinary committee to address workplace violence prevention? If yes, which of the following roles are represented on your committee? Senior/C-suite chair Security Physician champion(s) Nursing Pharmacy Behavioral Health Diversity, Equity, Inclusion (DEI) or Health Equity Human Resources IT/IS Quality and Patient Safety Risk Management			
Does your organization have an evidence-based policy regarding workplace violence? If yes, is the policy a zero-tolerance policy?			
Does your organization routinely conduct threat assessments of the environment, including off-campus and outpatient areas?			
Does your organization set goals and track metrics related to the reduction of workplace violence? If yes, which of the following are included? OSHA DART related to WPV incidents Total number of workplace violence event reports Number of WPV incidents by category Employee/provider attrition due to WPV Number of staff trained Panic button/security alert activations Other (please specify in comments)			

Question	Y	NI	Comments
Does your organization categorize workplace violence events by type (i.e., verbal, nonverbal, written, physical, bullying/threatening, sexual harassment, racial discrimination or microaggressions, etc.)?			
Does your organization utilize relevant patient demographic and Social Determinants of Health (SDOH) data to assist in identifying workplace violence trends?			
Does your organization conduct a workplace violence survey or include questions on other surveys (i.e., employee/provider engagement, safety culture, etc.)?			
Does your organization require annual education on workplace violence and active threats?			
Does your organization require training on workplace violence as part of new employee orientation? Does this include contracted services?			
Does your organization have a process to identify patients with a history of violent and/or disruptive behavior in the EMR?			
Does your organization have standardized protocol to screen patients for violence (i.e., Broset Violence Checklist)?			
<p>Does your organization have a method for staff to report incidents of workplace violence? If yes, which methods are currently utilized?</p> <ul style="list-style-type: none"> <li>Online/web-based event reporting system</li> <li>Phone number/hotline</li> <li>Report to Safety/Security</li> <li>Paper reporting</li> <li>Other (please specify in comments)</li> </ul>			
Are patients, families and visitors provided education about workplace violence policies in your organization?			
Does your organization collaborate with relevant community organizations to provide resources to staff and patients regarding workplace violence? If yes, do these organizations reflect the diversity in your patient and staff population?			

**What areas are your strengths?**

**What areas need improvement?**