



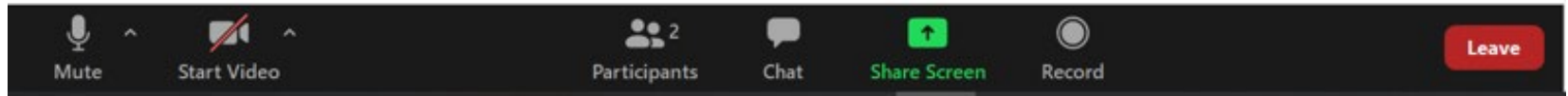


Health Quality Innovation Network

# Knocking Out Workplace Violence: Strategies for Reducing & Preventing a Rising Trend

November 15, 2023

# Logistics – Zoom Meeting



To ask questions, click on the **Chat** icon. At the end of the presentation, you will also be able to unmute to ask a question verbally.

You may adjust your audio by clicking the caret next to the **Mute** icon.

Resources from today's session will be shared after the call.

# Health Quality Innovation Network

## Today's Presenter



### **Laura Castellanos, MHA**

Associate Director, Clinical Affairs and Workforce  
American Hospital Association



## Session #2

The American Hospital Association  
Hospitals Against Violence Program

# Learning Objectives

- 1 Describe the aim of the AHA Hospitals Against Violence program**
- 2 Share resources to support hospitals in developing workplace violence prevention programs**
- 3 Review new and growing areas of focus related to preventing workplace violence**



*Advancing Health in America*



# ***Hospitals Against Violence***

Health Quality Innovators

November 15, 2023

# Violence is a global public health crisis

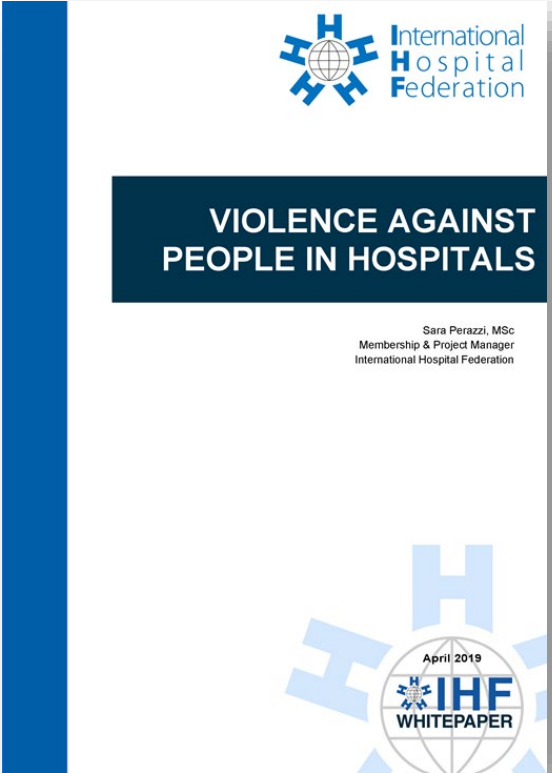


Figure 1: Violence is a concern

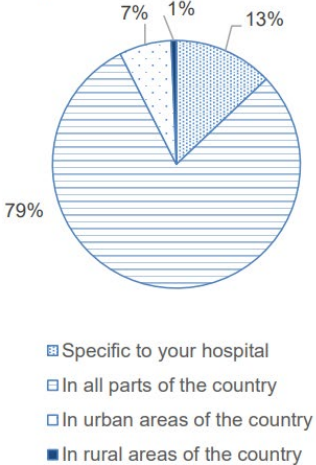
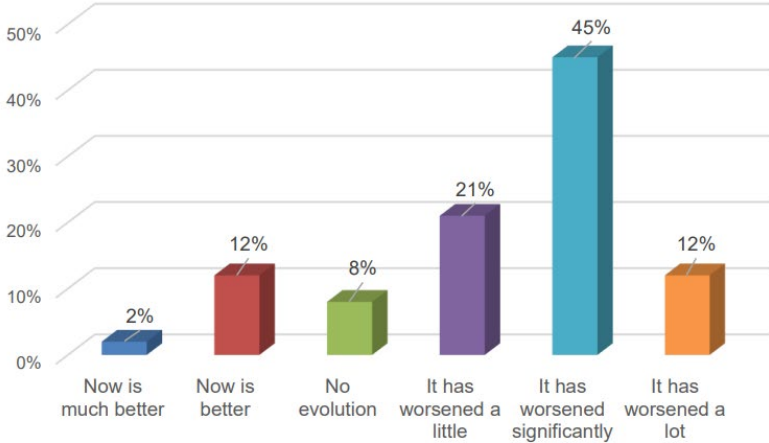
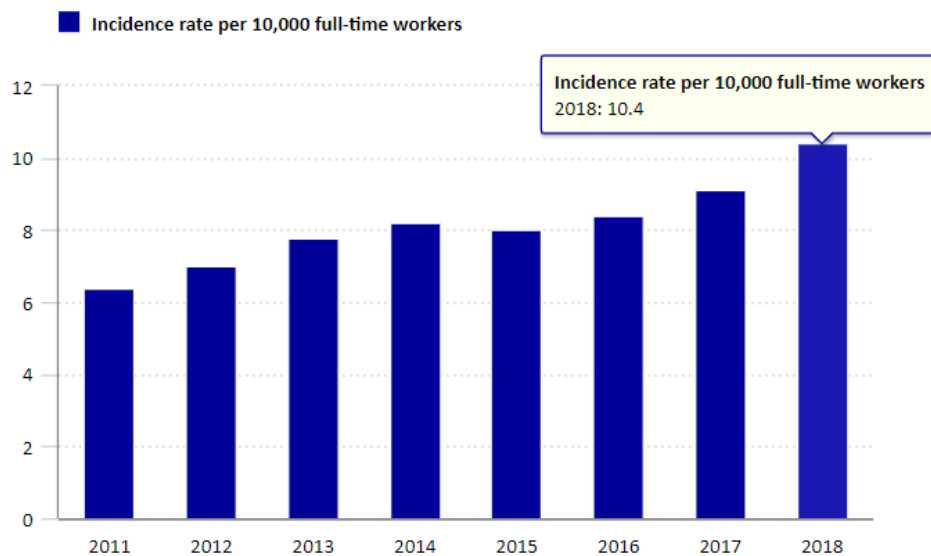


Figure 2: How has the concern of violence evolved





**Chart 1. Incidence rate of nonfatal workplace violence to healthcare workers, 2011-18**

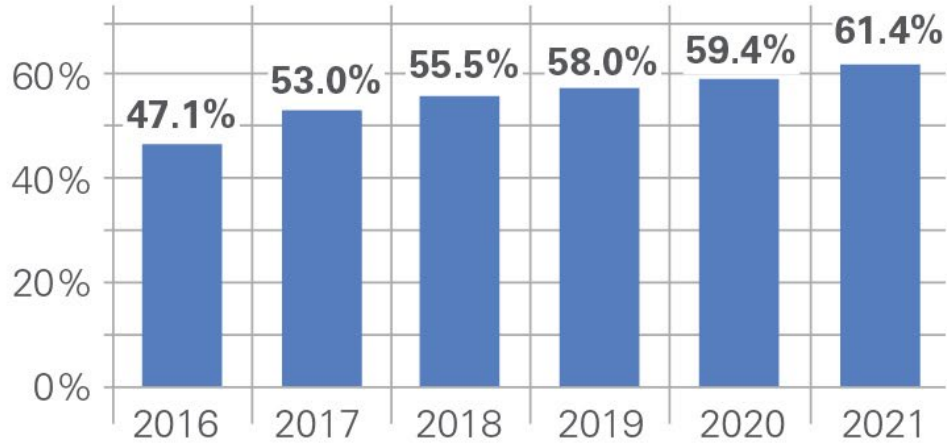


Click legend items to change data display. Hover over chart to view data.  
Source: U.S. Bureau of Labor Statistics.



<https://www.bls.gov/iif/factsheets/workplace-violence-healthcare-2018.htm>

## Workplace violence prevention initiatives at U.S. hospitals and health systems



Source: American Hospital Association Annual Survey, 2016 - 2021.

**H A V**

Hospitals Against Violence

**#HAVhope**

A national day  
of awareness  
to end violence

# AHA 2023 Advocacy Agenda

## Providing a Safe Environment to Care

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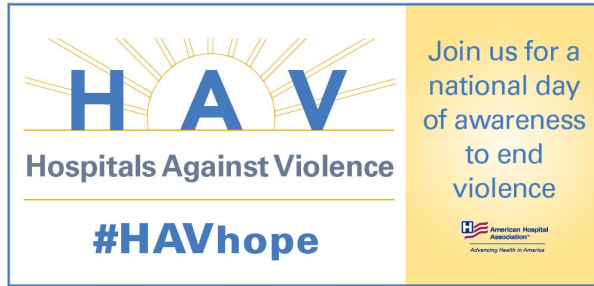
- ◆ **Enhance workplace safety for all team members, including by enacting federal protections for health care workers against violence and intimidation**, and providing hospital grant funding for violence prevention training programs, coordination with state and local law enforcement, and physical plant improvements.

# HAV Advisory Group Meetings

- 7 video conference calls
- In-person meeting at AHA Leadership Summit
- Two working sessions
  - Trauma Support
    - National Mass Violence Victimization Center
  - Culture of Safety
    - Northwell Health's Safe Place initiative



# Hospitals Against Violence



In 2016, the AHA's Hospital Against Violence (HAV) initiative was created in recognition of the **growing public health threat posed by violence**. HAV supports AHA members and the health care field as they work to combat workplace and community violence by:



Providing educational offerings, tools and resources



Identifying national partnerships or coalitions



Supporting data collection and information research

## Community Violence

- Combating Human Trafficking
- Gun Violence Prevention
- Mass Violence Incidents

## Workforce and Workplace Violence Prevention

- Culture of Safety
- Mitigating Risk
- Violence Intervention
- Trauma Support

# Building a Safe Workplace and Community

## A Framework for Hospital and Health System Leadership

AHA's Hospitals Against Violence framework helps guide hospital and health system leadership address the issues of violence in their workplaces, with an emphasis on educating and protecting the workforce. In this effort, we must acknowledge that community violence encroaches into the health care setting, and our workforce is part of the community.

Leadership should push for greater data collection, collective accountability, and ongoing education and training. With this approach, we can achieve the four pillars necessary for implementing a comprehensive violence mitigation strategy: trauma support, violence intervention, culture of safety and mitigating risk.



To learn more about the AHA's **Hospitals Against Violence** initiative, visit [www.aha.org/HAV](http://www.aha.org/HAV).



Foster safety for your **workforce**, in your **workplace** and in your **community**.

# HAV Framework



## Building a Safe Workplace

### Mitigating the Risk of Violence

The American Hospital Association's Hospitals Against Violence (HAV) hosted the American Society for Health Care Risk Management (ASHCRM) facilitated dialogue to explore the challenges and strategies currently in place to mitigate the risk of violence in hospitals and health systems. The dialogue fostered the exchange of ideas and proven solutions to inform this series of case studies and tools.



## Building a Safe Workplace and Community

### Providing Trauma Support to Your Workforce Following an Incident or Threat of Violence



Advancing Health in America

# Case Studies

- Case studies featured in our Issue Briefs:
  - Inova Health System - [“Utilizing Multidisciplinary Teams to Reduce Violence at Inova Health”](#)
  - NewYork-Presbyterian - [“EMR flagging and behavioral health response training reduces violence at New York-Presbyterian health system”](#)
  - Bristol Health - [“Leveraging Community Partnerships to Take a Stand Against Hospital Violence”](#)
  - Centra Health - [“Response Toolkit Guides Staff to Resources after Workplace Violence”](#)
  - Geisinger Health - [“Personnel Crisis Response Team Coordinates Interdisciplinary Response to Crisis Situations”](#)
- More to come in 2024



## Toolkit for Mitigating Violence in the Workplace



### Guiding Principles

1. Organizations should use **evidence-based strategies** to address all aspects of workplace violence.
2. Address workplace violence with **comprehensive solutions** from establishing a zero-tolerance workplace to recognizing the intersecting layers of intrusive, consumer, relational and organizational violence.
3. Mitigate workplace violence by **establishing support** from human resources, nursing staff, legal services, security, risk management and other areas of staffing support.
4. **Promote a culture of safety** to create a healthy work environment, which leads to improved job satisfaction, less absenteeism, reduced turnover and nurse retention.
5. Effective workplace violence prevention requires **commitment and action from interprofessional teams** including leadership, staff, patients and visitors.
6. **Everyone in the organization is accountable** for upholding foundational standards of non-violent behavior, regardless of position or discipline.
7. Encourage the health care team to **identify and address violence in the workplace**.
8. **Create a culture of nonviolence** through intention, commitment and collaboration from everyone in an organization.
9. **Address workplace violence** to increase the effectiveness of nurse-delivered care and patient care experience.

[https://www.aonl.org/system/files/media/file/2022/10/AONL-ENA\\_workplace\\_guiding\\_principles.pdf](https://www.aonl.org/system/files/media/file/2022/10/AONL-ENA_workplace_guiding_principles.pdf)



## Creating Safer Workplaces

A guide to mitigating violence in health care settings

A collaboration between the American Hospital Association (AHA) and the International Association for Healthcare Security and Safety (IAHSS) to recommend action steps for hospital leaders to build a safer workplace.



### Creating Safer Workplaces: Safety Strategies that Worked

January 2022

#### Security Measures Elevated at Norton Children's Hospital

Support staff safe from aggressive patients and visitors is top of mind at Louisville, Ky.-based Norton Children's Hospital.

When behavioral health admissions and visitor aggression increased, all staff, including physicians and security officers, were trained on verbal de-escalation strategies. A core group of individuals were also educated on mandatory crisis interventions. Leaders minimized possible entry points, and staff of security officers at locations that received care and received visitor noise throughout. They also posted a placard in all care areas to promote an environment of mutual respect and being up. Since security officers were hired, and soundly increased throughout the hospital, outdoor campus and parking.

Security officers underwent extensive training and are now armed and educated safety use. Teams, which have helped them to be available when needed, for example, when a patient received charged at a staff member with a staff security officer responded to the patient to safely stop the attack.

"They allowed us to take the time for staff to be trained to make environment safer and prevent and/or de-escalating off for at Norton Children's Hospital. Norton leaders have also strengthened in emergency situations 24 hours a day."

"Our emergency department staff will be parents using our and experience level of staff has created an atmosphere where, ensuring the police officer rounds they are additional employees."

For more information, contact Celia Adams, Norton Children's Hospital, at 502-423-2022.

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### Creating Safer Workplaces: Safety Strategies that Worked

January 2022

#### Building a Culture of Safety with Peer-to-Peer Support at CHI Health

From 2019 to 2020, Omaha, Neb.-based CHI Health reduced staff assaults resulting in injury by 30%. A multidisciplinary leadership team worked with a workforce violence prevention expert for 18 months to develop a gap analysis of workplace safety goals. The team also invited its progress against their conduct a popularity by the Emergency Nurses Association, National Healthcare Association, Occupational Safety and Health Administration, and the Centers for Disease Control and Prevention.

"The goal program from the procedure was 'responsive to each department,'" said Laura Herbig, CHI Health patient safety and risk manager. "This has a great team experience and their work are doing important work that we report address."

Safety leaders used an incident reporting system to identify opportunities for improvement. By aggregating and then analyzing safety reporting data, leaders learned that some care and emergency department staff needed de-escalation and basic self-defense training, which the health system now provides. They have trained some care staff to respond to stressful care team.

Leaders also created an intensive post-attack management program, which can help staff follow up with an attack. Involves staff to get an attack all attacks on staff and complete care needs. Leaders train staff to report on attacks, post-attack, providing staff with required equipment to help manage on future encounters.

After training staff with experienced attack, safety leaders learned that survivors generally preferred to connect with colleagues on their self-care capabilities. "I don't feel I have much time to take space to use self care tools will learn work," one staff member commented. "I generally rely on the positive relationships I have with my co-workers to want to be a member of a group when I need to decompress."

Leaders responded by engineering a patient-peer support program, "Breathe First Aid," modeled after a hospital-based program by the U.S. Department of Justice and published by Schwartz Center for HealthCare Research and Promotion. CHI system leaders are currently evaluating peer changes to participate in the program.

Safety leaders also created redress manuals and partnered with a behavioral health wellness coordinator to explore how staff responded to violence in the long term. They developed a workplace violence prevention policy and applied an incident reporting identification system specific to workplace violence.

Leaders also posted signs in public areas emphasizing the system's reluctance for violence, which "has already resulted in a significant decrease in violence." In the system's One Health, Iowa, Inc. facility, "Addressing the opportunity to take time, and meaningful," said Herbig. "Education remains paramount due to resources, funds and awareness."

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Ana Schaeffer, Executive Director of CHI Health Iowa

### Creating Safer Workplaces: Safety Strategies that Worked

January 2022

#### Changing Perceptions About Safety Event Reporting at Advocate Aurora Health

Advocate Aurora Health, that health system in Milwaukee, Wis., and Evanston, Ill., made event reporting a top priority by recognizing it as a recognized organizational goal. Staff developed an internal form all to standard on safety event reporting and compare incident levels (such as a number of reported safety events across business lines, medical groups and more departments) throughout 100-day periods. The framework helped leaders create and follow safety objectives, further enhancing its culture. To achieve this, staff had to overcome negative perceptions about safety event reporting.

"Event reporting has historically been considered a form of a workforce," said Paul Lindner, Advocate Aurora Health safety leader. "There are team members who avoid reporting safety events when they're doing."

Advocate Aurora's executive leadership combined the line of leading by consistently promoting and modeling event reporting as an opportunity to learn about safety trends. "Rather than middle management trying to convince executive bodies as well as the board to report and document safety events, we used Group's the training, first, the importance of it."

"Chief nursing officer, said the organization's strong safety culture built a workplace violence prevention program from safety at the level of the organization, communication, management of care, resources, and our team members."

Leaders make a peer support program, which leads to a culture, decreased engagement, and also have a workforce into the overall safety program. Involves reports to care to a conversation with.

Higher safety risk prevention, Ana Schaeffer, Executive Director of CHI Health Iowa

January 2022

### Creating Safer Workplaces: Safety Strategies that Worked

January 2022

#### Strict Entry Procedures at St. Joseph's Hospital of Buckhannon in W.Va.

In 2019, leaders at St. Joseph's Hospital of Buckhannon in West Virginia, a critical access hospital, realized they needed to strengthen their security presence and add safety controls to their facility. This need came to a head when a patient searched his own vest with a knife during an emergency room (ER) visit and in front of a nurse. This was traumatic to that nurse and troubling for the entire staff.

"He could have just as easily lunged at the nurse," said St. Joseph's President Dale Goldberg. "This event caused us to reassess the safety of our staff and patients."

In response, the organization doubled its safety team, adding security officers among other staff. While Goldberg said that convincing him and other leaders to spend more money "took some work," it was worth it.

As a result of the investment, security staff monitor the facility and grounds 24/7. Two security officers are on duty during each hospital shift, with one dedicated to monitoring the ER entrance. Leaders also added extra security cameras and security lock boxes outside hospital entrances, which local law enforcement can access keys to the facility, maps of the building, badges and other necessary items in case of emergencies.

In addition to the extra security, leaders implemented a workplace violence training program called AWARE (Awareness, Vigilance, Avoidance, Defense and Escape/Environment), to educate staff and security officers on de-escalation techniques.

Leaders also train security officers on how to use gel-beaded pepper spray — aerosol spray can infiltrate the ventilation system — and handcuffs. The officers do not use firearms or stun guns.

In 2020, leaders limited access to the building, requiring badges or codes for visitors, patients and staff at entry points. They posted the front lobby closed after 8 p.m., when visitors and patients must enter through the ER entrance. This area features a controlled access door that requires an additional badge or access code.

Leaders also regularly survey staff about their safety concerns and address those worries on a consistent basis. Goldberg said these measures have improved the security of the facility and the safety of patients and staff.

"Staff feel more confident in their duties, and they just feel safe in at the hospital itself," Goldberg said. "Just walking out on the parking lot at night and knowing that there's security present" makes a difference.



Dale E. Goldberg, President, St. Joseph's Hospital of Buckhannon



Security team at St. Joseph's Hospital



**SECTION 1**

**SUPPORTING THE TEAM**



**CHAPTER 3**

**Workplace Violence Prevention**

# Workforce Navigation Guide

- Chapter 3: Workplace Violence Prevention released June 2022
- The HAV advisory group, framework, AHA-IAHSS guide, case studies and other key stakeholder discussions informed the “top takeaways”

According to the U.S. Department of Labor, the health care and social services field experiences the highest rates of injuries caused by workplace violence, jeopardizing their ability to care for their communities. Even before the COVID-19 pandemic, hospitals and health system teams experienced violence, from bullying and incivility to active shooters, intimate partner violence, cyberattacks, homicides and suicides. However, the compounding trauma of the pandemic has heightened the need to create a safer workplace, both physically and psychologically, and a more resilient workforce.

### Considerations for hospital and health system leaders

As you identify and assess violence prevention initiatives at your organization, consider the various roles, such as security leaders, clinical and administrative leads, patient advocates and community workers, which contribute to creating a culture of safety. Ensure that these roles are part of discussions to identify resources to improve safety, connections to existing programs and implementation of violence mitigation efforts. Workforce safety should be part of your organization's overall safety program with the goal of creating a safe environment for all.



### Top Takeaways for CEOs

- 1 **Create a culture of safety** by prioritizing physical and psychological safety of your workforce and the patients they serve.
- 2 **Focus on prevention** by regularly assessing vulnerabilities, supporting violence prevention programs, encouraging reporting, and prioritizing education and training for your workforce.
- 3 **Support those experiencing trauma** due to violence and recognize that trauma can impact those not directly involved with dangerous events.

# Codes of Conduct Podcast



Last year, Massachusetts health care workers faced a threat, verbal abuse or a physical assault every 38 minutes on average. A report on the situation summarized it with one word: untenable. The report also recommended a new patient and visitor Code of Conduct to help promote a safe and respectful environment.

# STATEWIDE PATIENT and FAMILY CODE OF CONDUCT POLICY

**Exceptional patient care requires a safe, supportive, inclusive, equitable and respectful environment that involves a commitment by patients, hospital staff, families, and visitors to maintain such an environment.**

Behavior that interferes with the delivery of healthcare or creates an unsafe and disrespectful environment is unacceptable.

Connecticut hospitals and health systems will not tolerate actions that intentionally disrupt any healthcare environment, including inpatient, outpatient, office-based, and home care settings. Such actions include:

- Aggressive or violent behavior, such as physical assaults, threats (verbal and non-verbal), or abusive language
- Discriminatory language
- Language or actions that may be perceived as sexual harassment
- The possession of weapons of any kind in hospital or health system facilities

The safety of patients and staff are a top priority of Connecticut hospitals. Behavior that jeopardizes their safety may result in potential consequences, including being asked to leave the facility.

This policy was developed at the direction of the Connecticut Hospital Association (CHA) Workforce Sustainability Task Force by the Workplace Violence Prevention Work Group. It was approved by the CHA Board of Trustees on October 4, 2023.



cthosp.org



Connecticut Hospital Association



@connecticuthospitalassociation



@cthospitalassociation



## MHA Member United Code of Conduct Principles

*Approved by the Board of Trustees on January 26, 2023*

### Promotion of a Safe and Respectful Environment

- I. Healthcare organizations are committed to uphold a Code of Conduct to maintain a safe, inclusive, equitable, and respectful environment for patients, staff, and visitors.
- II. Healthcare organizations commit to the creation of policies and practices that promote the protection of staff, patients, and visitors.
- III. A safe environment promotes patient, visitor, and staff safety.
- IV. Offensive, abusive, or discriminatory language or behavior undermines the safety of patients and staff.

### Code of Conduct Violations Could Include, but Are Not Limited to:

- I. Disrespectful, aggressive, abusive, or violent behaviors or actions towards staff, patients, and visitors.
- II. Threatening, discriminatory, bullying, disrespectful, or offensive language towards staff, patients, and visitors.
- III. Possession of weapons or firearms.
- IV. Disruption of other patients' care or experience.
- V. Taking photos or videos of patients, visitors, and/or staff without permission.

### Potential Consequences

All violations will be addressed by hospital staff per the organization's policies and procedures.

- I. Patients violating the code of conduct may be asked to continue their care plan elsewhere and their future ability to obtain non-emergent care at the facility may require further review.
- II. Anyone found violating the code of conduct may be asked to leave and future visits may be restricted.
- III. The hospital may report violations of personal conduct to appropriate authorities.

### Maintenance of Code of Conduct

- I. Alert members of your care team if you witness or are a victim of behaviors or actions that violate the Code of Conduct.
- II. Retaliation for reporting a violation is prohibited.
- III. Staff will report all observed or experienced violations of the Code of Conduct to the appropriate individual or offices per the organization's violence prevention policy.

# Collaboration with the FBI's Behavioral Analysis Unit



Advancing Health - Assessing Threats of Violence to Hospitals With the FBI

- **John Riggi**, AHA national advisory on cybersecurity and risk, hosted a podcast with **Karie Gibson, Psy.D.**, unit section chief of FBI's Behavioral Analysis Unit-1 and the Behavioral Threat Assessment Center.

<https://www.aha.org/news/headline/2023-09-20-aha-podcast-fbi-approach-violence-prevention-health-care>

# Hospitals Against Violence

## Facility Safety and Security in Health Care Virtual Convening

December 7, 2023  
12:30 - 1:45pmET

The AHA's Hospital Against Violence initiative presents a 75-minute virtual convening exploring facility safety and security strategies and the technologies that aim to mitigate workforce and workplace violence. Join us to learn about new and innovative approaches to prevent targeted violence, improve physical and psychological safety and increase collaboration with law enforcement.

<https://www.aha.org/education-events/facility-safety-and-security-health-care>

# Forced Labor in Health Care Supply Chains: What Hospital Leaders Need to Know



## Regional Convening

Tuesday, May 9, 2023

10:00 a.m. – 4:00 p.m. ET

*Reception to Follow*

Jones Day New York Office | 250 Vesey St, New York City



ahrm.org/human-trafficking-supply-chain



**AHRMM**  
Advancing Health Care through  
Supply Chain Excellence

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### Mitigating Human Trafficking Risks

#### IN THE HEALTH CARE SUPPLY CHAIN

These resources on human trafficking in health care give chain stakeholders the necessary tools to comprehend and tackle the risks associated with forced labor in supply chains, encompassing direct and indirect procurement.

Developed in partnership with subject matter experts from both the public and private sectors, these samples, templates, risk assessment tools, supply chain mapping techniques, due diligence guidelines, and worker engagement strategies will empower your organization to enact impactful and positive change by integrating robust anti-forced labor policies into your management systems, mapping high-risk supply chains, ensuring compliance within supply chains, and more.

#### Samples & Templates for Management Systems

Policies

Codes of Conduct

Contract Language

#### Risk Assessment

Better Trade Tool

Sanctions List Search

Forced Labor Community Atlas

Stop the Traffik

Sweat and Toil

OECD Due Diligence Guidance for Responsible Business Conduct



National Mass Violence  
Victimization Resource Center  
READINESS • RESPONSE • RESILIENCE

[nmvrc.org](http://nmvrc.org)



December 1, 2021

Following the tragic deaths of three people and the physical injuries to eight people in Oxford, Michigan on November 30, we at the National Mass Violence Victimization Resource Center believe the resources below may provide some guidance for the community in the coming days and months.

**Resources for Educators**

- Self-Care Strategies for Teachers and Providers | Read [here](#) via NCTSN
- Helping Youth After Community Trauma: Tips for Educators | Read [here](#) via NCTSN
- Supporting Children After Mass Violence Events: A Compendium of Resources for Educators | Read [here](#)
- Psychological Impact of the Recent Shooting (for teachers and parents) | Read [here](#) via NCTSN

**Resources for Parents, Caregivers and Teens**

- Suggestions for Parents – Mass Violence Incidents | Read [here](#)
- Parent Guidelines for Helping Youth After the Recent Mass Shooting | Read [here](#) via NCTSN
- Helping Teens with Traumatic Grief – Tips for Caregivers | Read [here](#) via NCTSN
- Tips for Talking with and Helping Children and Youth Cope After a Disaster or Traumatic Event: A Guide for Parents, Teachers and Caregivers | Read [here](#) via SAMHSA
- For Teens: Coping After Mass Violence | Read [here](#) via NCTSN

**Resources for Coping and Managing Distress**

- The NMVRC self-help app, Transcend NMVC, is available on both [Apple](#) and [Android](#) mobile phones

- Twelve Self-help Tips for Coping in the Aftermath of Mass Violence Incidents | Read [here](#)
- Tips For Survivors: Coping With Grief After A Disaster Or Traumatic Event | Read [here](#) via the SAMHSA
- Managing Distress: Grounding Tips for Crime Victims, Survivors and Family Members of Mass Violence Incidents | Read [here](#)
- Trauma-Informed Mindfulness and Meditation | Read [here](#)
- Mass Violence resources with child and family focus | Read [here](#) via NCTSN

**Resources for Community and Civic Leaders**

- Timeline of Activities to Promote Mental Health Recovery: Recommendations Before, During and Following A Mass Violence Incident | Read [here](#)
- Tips for Community Leaders: Managing Donations | Read [here](#)
- Tips for Community Leaders: Managing Volunteers | Read [here](#)

**Crime Victim Compensation**

- Michigan Department of Health & Human Services, Crime Victim Compensation | Click [here](#)

**About the NMVRC:**

The National Mass Violence Victimization Resource Center is located at the Medical University of South Carolina, Department of Psychiatry & Behavioral Sciences, and receives funding from the U.S. Department of Justice's Office for Victims of Crime. Learn more about us on [www.nmvrc.org](http://www.nmvrc.org)

This project is supported by Award No. 2020-VF-024-0002 awarded by the Office for Victims of Crime, Office of Justice Programs, U.S. Department of Justice. The opinions, findings, and conclusions or recommendations expressed in this publication are those of the author(s) and do not necessarily reflect the views of the Department of Justice or the Office for Victims of Crime.



## Department of Justice awards almost \$9 million to MUSC-based mass violence center

[Helen Adams](#) | October 12, 2023



Amy Solomon, assistant attorney general with the Office of Justice Programs in the Department of Justice, applauds while announcing the new grant for the National Mass Violence Victimization Resource Center. Photos by Sarah Paek

The U. S. Department of Justice has awarded almost \$9 million to the [National Mass Violence Victimization Resource Center](#), which is based at the Medical University of South Carolina.

Amy Solomon, assistant attorney general in the Office of Justice Programs in the DOJ, made the announcement. "This new grant from the Office for Victims of Crime will continue the center's vital work by expanding our foundation of evidence-based practices centered on addressing the behavioral health needs of survivors," she said during a visit to Charleston.

"It will enable the center to provide more training and site-based assistance, including community-based learning collaboratives that will help strengthen emergency response strategies. And it will support a national conference to convene the experts and stakeholders to share best practices as the center has done. All along, we'll build on the lessons we've

# DOJ Grant on Mass Violence

- AHA is a principal partner, along with the National Governors Association and the US Conference of Mayors, and awarded a three-year extension.
- Sub-grantee since its inception in 2017.
- HAV manages the "[Supporting Victims and Communities of Mass Violence Incidents](#)," a resource page for members to prepare and respond to incidents of mass violence.

# Podcasts on the Public Health Approach to Gun Violence



ADVANCING HEALTH  
A podcast from the American Hospital Association

Advancing Health  
Cost of Gun Violence to Hospitals with Northwell Health's Center f...

SOUNDCLOUD  
Download Share

17:15

564

Privacy policy

This is a SoundCloud player interface for a podcast episode. It features the 'Advancing Health' logo on the left, which includes a stylized 'H' with headphones and an American flag motif. The episode title is 'Cost of Gun Violence to Hospitals with Northwell Health's Center f...'. The player shows a waveform and a progress bar with a current time of 17:15. There are download and share icons, and a play button with the number 564. A 'Privacy policy' link is visible at the bottom left.

<https://www.aha.org/advancing-health-podcast/2022-08-19-cost-gun-violence-hospitals-northwell-healths-center-gun>



ADVANCING HEALTH  
A podcast from the American Hospital Association

Advancing Health  
The Role of Firearm Safety in Preventing Suicide

SOUNDCLOUD  
Download Share

20:04

380

Privacy policy

This is a SoundCloud player interface for a podcast episode. It features the 'Advancing Health' logo on the left, which includes a stylized 'H' with headphones and an American flag motif. The episode title is 'The Role of Firearm Safety in Preventing Suicide'. The player shows a waveform and a progress bar with a current time of 20:04. There are download and share icons, and a play button with the number 380. A 'Privacy policy' link is visible at the bottom left.

<https://www.aha.org/advancing-health-podcast/2022-09-28-role-firearm-safety-preventing-suicide>



**Hospitals Against Violence**

**#HAVhope**

Join us for a  
national  
day of awareness  
to end violence



**Join us June 7, 2024, for  
#HAVhope Friday: National Day of Awareness to  
End Violence**

# ALL IN DIGITAL

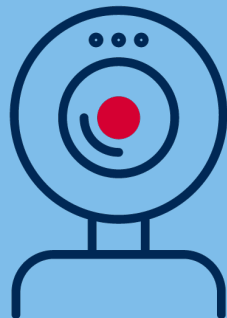


“Delivering effective care is all about trust at every level – the providers, patients, families, communities... Violence or fear for safety breaks that necessary connection for healing and acts like an infection to make everything harder and more complex... generation after generation.”



**James Leonard, M.D.**  
President and CEO  
Carle Health





# Contact Me Anytime

Laura Castellanos • 202.626.2342 • [lcastellanos@aha.org](mailto:lcastellanos@aha.org)



American Hospital  
Association™

*Advancing Health in America*

A word cloud on a dark blue background with the word "Discussion" in the largest, white font at the center. Other words are arranged around it in various sizes and colors (white, orange, light blue). The words include: MEETING, Chat, DIALOG, TALK, BUSINESS, Answers, IDEAS, Communicate, SOCIAL, PROPOSAL, IDEAS, Discuss, Connection, Session, Group, INPUT, CONVERSATION, SHARE, OPERATING, QUESTIONS, Dialog, Business, Communication, PARTNERSHIP, Forum, EXPLORATION, Group, TALK, Debate, and Community.

# Upcoming Events

## Knocking Out Workplace Violence

- Affinity Group #2: Tuesday, November 28 | 1-2pm ET
- Learning Session #3: Thursday, November 30 | 1-2pm ET

## December Office Hours

“Should I stay or should I go? Evidence from the Pandemic and Promising Solutions to Address Clinician Burnout”

- Thursday, December 14 | 12-12:30pm ET



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