

WORKPLACE VIOLENCE REPORTING

We are committed to providing a safe environment. The safety of all staff, residents, fellows, and other healthcare providers with clinical privileges is our top priority. We want to protect our most valuable resource... **YOU!** Reporting workplace violence helps to identify trends leading to interventions for a safer working environment. Workplace violence is not part of the job.

What is Workplace Violence

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

- Physical contact (hit, pushed or kicked)
- Sexual contact (unwanted touch, forced kissing, attempted rape, etc.)
- Verbal behavior (abusive language, threatening remarks, plan to cause harm)
- Contact with bodily fluids (spat on), Contact with objects (struck by a thrown object)
- Psychological distress (sadness, anxiety, fear, difficulty coping)

How to Report

Immediately remove self from any situation perceived to be dangerous.

Report any workplace violence situations, including concerns an incident may occur to the affiliate site Director and Program Director.

Promptly notify the charge nurse if you experience a workplace violence event. The charge nurse will provide support and guidance to assist with navigating through next steps including if/how the event should be filed/ reported with the police. The NAC (Nursing Administrative Coordinator) is available 24/7 for support and guidance. To obtain assistance from the NAC contact the operator, and request to speak to a nursing supervisor.

Situations involving weapons or imminent danger causing a safety concern contact KUPD (913-588-5030) or local law enforcement by dialing (911).

Activate a Behavior Response Team (BRT) 913-588-5656 for staff members who need assistance managing disruptive behavior, violence, or potentially violent situations caused from escalating patients in the inpatient and perioperative settings. For visitor disturbances, contact KUPD (913-588-5030) or local law enforcement by dialing (911).

If injuries have occurred, seek emergency medical attention if life threatening such as severe bleeding or loss of consciousness. If non-life-threatening contact the Occupational Health Triage Nurse at (913-588-6512).

Complete an "Event Report" in the Safety Intelligence (SI) Event Reporting system. Reporting these events provide valuable information to help us develop the best processes, ensure a safe environment for patients, visitors, and staff, and serve as a documentation tool in the event legal services are needed.

Safety Event Reporting is protected under the Kansas Peer Review Protection law, so they are not discoverable. Reports filed in Safety Event Reporting are confidential and not used to discipline employees. For more information contact riskmanagement@kumc.edu or by dialing (588-7468)

- If two or more staff members are assaulted during one episode, then list all employees involved in the same report.
- If a patient committed the assault, include their medical record number.
- Under Event Type, click "Behavioral event."
- Under Event Category, click "Assault."

Take time to process the event, your teammates are here to support **YOU**.

WORKPLACE VIOLENCE REPORTING

Support Resources

University Employees

Available to State of Kansas benefits-eligible employees and their dependents at no charge, The Employee Assistance Program offers confidential counseling services available 24/7. 888-275-1205 (option 1) or visit [GuidanceResources Online](#). Our company ID is SOKEAP.

Call 1-

Health System Employees

Employees of The University of Kansas Health System can access 24/7 support, resources, and information via ComPsych Guidance Resources. Effective 01/01/2022

- Call: 855-784-2052 or TTY:800-697-0353
- Online: guidanceresources.com
- App: GuidanceNow / myStrength
- Web/App ID: health system

UKP Employees

Contact master's-degreed clinicians 24/7 by phone, online, live chat, email, or text. Receive referrals to support groups, a network counselor or community resources. If needed, you can be connected to emergency services.

- Online: [The Standard](#)
- Call: 888-293-6948.

Any Employee or Student at KU Medical Center or The University of Kansas Health System

The HOPE Team (Helping Our People Endure) is a diverse group of health system employees who have received specialized training to support peers who have experienced distress related to an unanticipated adverse patient event, medical error and/or patient-related injury. The HOPE team is available to any employee or student within the medical center or health system who is experiencing signs or symptoms of second-victim phenomenon. Utilization of the HOPE Team will help enhance patient safety through peer-to-peer support by increasing the well-being and resiliency of our employees and students. Email hope@kumc.edu to place a consult.