

# Workplace Violence Prevention

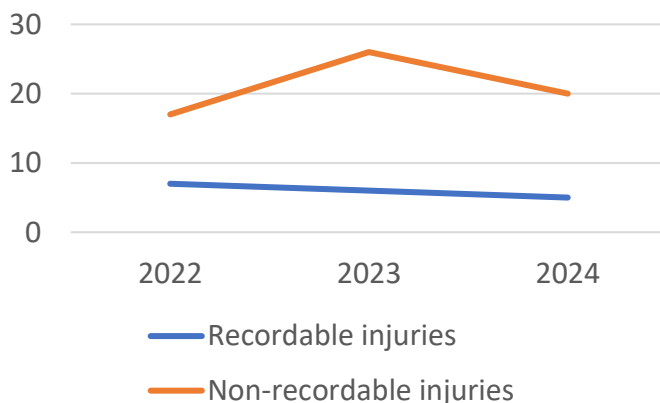
Your safety, as well as the safety of our patients and visitors, is a top priority at Essentia Health. Essentia has developed a robust Workplace Violence Prevention Program to support the safety of our nurses and all our colleagues. **We care about your safety!**

Acts of physical or verbal abuse are not tolerated. Report any incidents to your leader or through The Source.

## Reporting

Patient Events  
(medical errors, near misses, etc.)  
**NEW** Events Dashboard  
Workplace Injuries  
Workplace Violence

Injuries due to Workplace Violence at Twin Ports Hospitals



## LOOKING OUT FOR YOU

 24/7 Security coverage at our Duluth and Superior campuses

 Each Twin Ports hospital has an active Workplace Violence Prevention Committee

## Security Improvements



- Enhanced rounding from security staff
- Better recruitment and retention of security officers
- More collaboration for patients at an increased risk for violence



- Behavioral Health Response Team (BERT) policy
- Escorts on campus and to vehicles



- Increased use of cameras
- Added panic alarms
- CenTrak Duress badges and secure unit entry (St. Mary's)
- Security cell phone (Superior)

**Recordable WPV injuries:** Required to report to OSHA; require treatment beyond basic first aid and/or result in time away from work

**Non-recordable WPV injuries:** Not required to report to OSHA, but tracked to improve

## DID YOU KNOW?

**3,285**

(Includes knives, multitools, mace, tasers, guns)

**# of weapons prevented from entering the St. Mary's Emergency Department in Duluth in 2024**

## Ongoing training opportunities



- TEAMS de-escalation training
- Active threat training
- Critical incident response preparation
- Drills and exercises
- Lateral violence education sessions

