

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.



We review every incident to look for trends and opportunities to address or prevent workplace violence events.

YOU SAID, WE DID



Added camera to triage room based on your feedback

LOOKING OUT FOR YOU



24/7 Security coverage at our Virginia campus

Security Improvements

- Enhanced rounding from security staff
- Better recruitment and retention of security officers
- Escorts on campus and to vehicles
- Increased use of cameras
- Panic buttons
- CenTrak Duress badges
- Security cell phone



ED remodel and expansion underway

Support and Engagement

- Essentia Health-Virginia has an active Workplace Violence Prevention Committee that includes nurses (*Let your manager know if you'd like to join.)
- EAP, Peer Support, Office of Well Being, Chaplaincy
- Bedside Care Conferences aid in collaboration for patients at an increased risk for violence

DID YOU KNOW?

3,590

Incidents responded to by Security at Essentia Health-Virginia in the last 12 months

Ongoing training opportunities



- TEAM de-escalation training
- Annual workplace violence prevention training through Saba
- Active threat training
- Critical incident response preparation
- Emergency drills and exercises
- Lateral violence education sessions