

# Workplace Violence Prevention in Healthcare Regulations

The California Nurses Association (CNA) sponsored S.B. 1299 in response to workplace violence as a serious occupational hazard for registered nurses and other healthcare workers. S.B. 1299 became law in 2014 and directed Cal/OSHA to develop a comprehensive workplace violence prevention standard for hospitals and other healthcare settings. CNA members provided significant testimony during the rulemaking process, which enabled Cal/OSHA to develop comprehensive regulations that are a model for the nation.

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## What kinds of violence does the standard cover?

Workplace violence means any act of violence or threat of violence that occurs at the work site. This includes any threat or use of physical force against an employee and any incident involving a firearm or other dangerous weapon (including when common objects are used as weapons), regardless of whether an injury is sustained.

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## Where does the standard apply?

- Health facilities, including general acute-care and psychiatric hospitals, and other facilities that admit patients for 24 hours or longer, and including all hospital-based outpatient clinics and all off-site operations within the license of the health facility
- Home healthcare and home-based hospice
- Emergency medical services and medical transport
- Drug treatment programs
- Outpatient medical services to the incarcerated in correctional and detention settings



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## Is your employer on track to be compliant with the Cal/OSHA Workplace Violence Prevention in Healthcare Standard? Use this checklist to find out.

### Has my employer...

- ☐ Created a clear process for employees to report workplace violence?
- ☐ Communicated to me how to report workplace violence?
- ☐ Implemented a Violent Incident Log to record information about every workplace violence incident, regardless of whether an injury occurs?
- ☐ Actively sought my input on identifying and preventing workplace violence hazards on my unit?
- ☐ Actively sought my input on training needs and design?

If you did not check all boxes, then your employer has not fulfilled the requirements currently in effect. See the reverse side for more information.

# Under the Cal/OSHA Workplace Violence Prevention in Healthcare Standard, covered employers must:

## By April 1, 2017

- Implement a Violent Incident Log to record information about every violent incident that employees experience, regardless of whether an injury occurs.
- Comply with recordkeeping sections of the standard.

## By July 1, 2017

- General acute care, special, and psychiatric hospitals must report certain violent incidents directly to Cal/OSHA through a special webform.

## By April 1, 2018

- Implement their comprehensive workplace violence prevention plan at all times in all units, services, and operations. To create and implement these plans, employers must:<sup>1</sup>
  - Obtain the active involvement of employees and their union in all steps of creating and implementing the plan, identifying and preventing workplace violence hazards, and designing and implementing training.
  - Conduct environmental assessments to identify risks for workplace violence in the facility, including in all units and on all grounds and parking structures.
  - Create procedures to assess patients and visitors for workplace violence risk factors and procedures for employees to communicate these risks to other shifts and units.

- Implement prevention measures in a timely fashion, including where applicable:
  - Ensuring sufficient numbers of trained staff are available during each shift to respond to workplace violence incidents, without conflicting job assignments.
  - Assigning sufficient numbers of staff to reduce patient-specific workplace violence;
  - Redesigning facility spaces to decrease risk for violence.
  - Creating a security plan to prevent the entry of weapons into the facility by patients or visitors.
  - Installing, implementing, and maintaining an effective alarm system.
- Establish an effective response plan for workplace violence emergencies, including mass casualty threats.
- Establish post-incident response procedures, including making individual trauma counseling available to all affected employees and reviewing staffing and other conditions at the time of the incident.
- Prohibit employer from prohibiting employees from seeking assistance from local law enforcement when a violent incident occurs or disciplining employees for doing so.

- Implement a training program, which includes three categories of training:
  - Initial training should be given to all employees who work in the facility and should cover the employer's workplace violence prevention plan, how to report incidents, etc.
  - Refresher training should be given to all employees with patient contact activities at least annually, and should include a review of the initial training.
  - Responder training should be given to employees whose assignments involve responding to alarms or confronting/controlling persons exhibiting aggressive or violent behavior. This training should be in-person and should include verbal de-escalation techniques, physical maneuvers to defuse and prevent violent behavior and to prevent physical harm, an opportunity to practice these maneuvers, in addition to the topics covered by the initial training.

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<sup>1</sup> This is an abbreviated list. For the full standard, please visit [www.dir.ca.gov/title8/3342.html](http://www.dir.ca.gov/title8/3342.html). For more information [www.dir.ca.gov/dosh/workplace-violence-prevention-in-healthcare.html](http://www.dir.ca.gov/dosh/workplace-violence-prevention-in-healthcare.html).