**Workplace Violence Support- Patient Alert Report-Out**

*Aspirus wants you to feel supported and prepared in the event of any workplace violence situations. This means taking a proactive approach and communicating with one another to ensure we are aligned and prepared to handle any situation. This report-out serves as a reminder of some of the ways to keep yourself and your team safe when dealing with a patient/visitor displaying violent or volatile behavior.*

Has Security and/or Law Enforcement been notified of this concern, and been made aware of the situation?

Is the patient care team aware of any patient mental health concerns or changes?

*Is this concern documented in the patient’s chart for future reference?*

Is your team aware of the potential need for support during care within arms’ reach of the patient?

Have you placed a flag on the patient’s EPIC chart noting concern related to their behavior?

Is all equipment out of reach of the patient/visitors, if possible?

Are you positioned in the room to ensure the patient/visitor is not between you and your exit?

Are all sharps removed from the patient room, or locked in a secure cabinet (needles, knives, etc)?

*Remember, in the event the patient/visitor becomes violent or aggravated, do not hesitate to create a safe space by using de-escalation tactics (calm, soft tone; reducing loud/background noises; provide safe alternative distraction; explain what is being done, and why, for the patient). If the patient/visitor becomes hostile or threatening, remove yourself from the area and immediately notify security and leadership.* Do not allow the patient or visitor to be positioned between you and your exit. *Ensure you are able to safely leave the room if a patient/visitor becomes unsafe. Recognizing you are in a volatile situation that is escalating is critical to avoiding a violent event.*

***Aspirus has zero tolerance for violence or inappropriate behavior. Security and Law Enforcement teams are here to help and ensure you feel comfortable in providing care. Your safety is the most important priority and make sure that you are able to take care of yourself before taking care of our patients.***

*Below are guidelines for when it is generally appropriate to use the EPIC Flag denoting a violent or potentially violent patient. The violent or potentially violent flag can be added by nursing and providers with EPIC access with direct patient interaction.*

*The flag should be added when:*

* *A patient verbally threatens or assaults an employee/visitor*
* *A patient physically assaults an employee/visitor*
* *A workplace violence SafetyZone is submitted related to patient/visitor behaviors*

*The flag should be removed when:*

* *Any precipitating factors have changed (no longer under anesthesia/altered mental status resolved)*
* *Physician/Nurse team determines the flag is not appropriate/relevant to this visit (no procedure/anesthesia anticipated, patient no longer in detox)*
* *It has been 3 years since initial event, per policy*