



Workplace Violence Management in Healthcare

The Occupational Safety and Health Administration (OSHA) defines workplace violence as any act or threat of physical violence, harassment, intimidation, or other threatening, disruptive behavior that occurs at the work site. It ranges from threats and verbal abuse to physical assaults and even homicide. It can affect and involve employees, clients, customers, and visitors.

Written Policies and Procedures	Yes	No
Does your organization have a written policy for workplace violence?		
Has your organization identified workplace violence as a top priority?		
Does leadership support a workplace violence prevention program?		
Does your organization have a written procedure on how it handles workplace violence incidents?		
Does your organization have a workplace violence committee?		
Does your organization have a process to review incidents?		
Does your organization have a zero or non-tolerance culture or policy?		
Does your organization make visitors/patients and staff aware of standards?		
Other: Specify		
Joint Commission Standards	Yes	No
Does your organization currently follow the new and revised standards as of January 1, 2022 ¹ ?		
E.C.02.01.01 - The hospital manages safety and security risks		
Do you conduct an annual worksite analysis?		
E.C.04.01.01 - The hospital collects information to monitor conditions in the environment		
Is data being recorded and monitored?		
HR.01.05.03 - Staff participate in ongoing education and training		
Are violence prevention techniques used?		
Are education and training mandatory?		
LD.03.01.01 - Leaders create and maintain a culture of safety and quality throughout the hospital		
Is there a process for follow-up and support of victims? Peer program?		
Other:		

DNV Standards	Yes	No
The organization's workplace violence control and prevention program shall include, as a minimum, the elements contained in OSHA Publication 3148 Guidelines for Preventing Workplace Violence for Healthcare and Social Workers, in addition to any state-required elements. ²		
General Workplace Safety	Yes	No
Does your organization have a code for workplace violence incidents?		
Does your organization have any signage around workplace violence?		
High-risk areas?		
Main entrance or registration locations?		
Offsite locations? (if applicable)		
Does your organization have security officers involved in incidents?		
Does your organization involve local police departments?		
Are they aware of your internal policies?		
Does your organization flag any known aggressive patients?		
Notes:		

¹ The Joint Commission. (2022) R3 Report: Workplace Violence Prevention Standards
https://www.jointcommission.org/-/media/tjc/documents/standards/r3-reports/wpvp-r3_20210618.pdf

² [OSHA. Workplace Violence Healthcare - Workplace Violence | Occupational Safety and Health Administration](#)

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