

Staff to Staff Violence/Harassment	Tools/Example Policies	Your Plan
<input type="checkbox"/> Pre-employment background screening	Prevention Policy (PDF)	
<input type="checkbox"/> Policy clearly defines: Workplace Violence/Harassment /Sexual Harassment/Code of Professional Conduct/Fitness for Duty <ul style="list-style-type: none"> • Train all staff to recognize and report • Provide and encourage use of EAP to deal with potential stressors • Provide and encourage use of chain of command to report concerns & frustrations before they escalate • Train leaders to recognize and mitigate high-stress work environments and danger zones • Train all team members in de-escalation techniques and encourage respectful communication 	Policy and Procedure (PDF) Article (PDF) CPI: Workplace Violence Training CPI: Workplace Violence Continuum	
<input type="checkbox"/> Confidential Incident Reporting system		
<input type="checkbox"/> Annual Culture of Safety Survey; measure staff perceptions of workplace safety		
<input type="checkbox"/> EOC surveillance of incident reports and trends; identify high-risk areas and intervene		
<input type="checkbox"/> Disciplined or Terminated Employees <ul style="list-style-type: none"> • Consistent enforcement of expectations and fair disciplinary procedures • Pre-discipline warnings re: consequences • Process establish safety plan for highly disgruntled or violent employees (security escort, exclusion from campus, notification of remaining team member to report return to campus) 		

Notes:
