

Accreditation: ROP of the MONTH

Required Organizational Practice: **Workplace Violence Prevention**

WHAT IS WORKPLACE VIOLENCE PREVENTION?

- **Workplace violence prevention** is proactive measures to protect staff and create safer environments for clients and families.
- Workplace violence can be any acts of violence including abuse, aggression, threats, and assaults and they may be committed by clients, their families or partners in care, staff, or anyone else in the workplace.

AT HEALTH PEI:

- Two provincial policies exist that outline the commitment to preventing and managing workplace violence across all settings:
 - [Health PEI Violence Prevention Policy](#)
 - [Health PEI High Risk Behaviour Alert Policy](#)
- Education and tools on violence prevention are available through the [Staff Resource Centre – Violence Prevention](#) including:
 - **Violence Prevention Training Module:** Aims to equip staff with strategies to recognize, prevent, and manage workplace violence.
 - **High Risk Behaviour Alert Tools & Training:** Provides guidance and resources to help staff identify, assess, and respond to high-risk behaviours, including program-specific interventions/safety measures.
 - **Printable Posters:** Promoting awareness and reinforce a zero-tolerance message.
- Report incidents of workplace violence in the Provincial Safety Management System (PSMS).
- Quarterly reports are shared with the **Provincial Violence Prevention Steering Committee** and used to improve safety.

Accreditation Surveyors May Ask Staff:

Does Health PEI have a workplace violence prevention policy?

What training/education have you received on violence prevention?

How would you report an incident of workplace violence?

What resources are available to you if you experience violence at work?