

# LEGISLATION TO PROTECT HEALTHCARE WORKERS FROM WORKPLACE VIOLENCE

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## What's In the Bill?

House Bill 2247 and Senate Bill 849 would require hospitals to establish workplace violence prevention committees, protocols, and reports; perform annual risk assessments; report instances of workplace violence; and maintain reports of incidents (plus supporting documentation) for no less than three years. It would also protect employees and other healthcare providers from retaliatory action such as discrimination, dismissal, or discharge for reporting incidents of workplace violence and give them a seat at the table to advocate for themselves and their colleagues, for their safety, and for violence prevention measures at their workplaces.

**STOP WORKPLACE  
VIOLENCE  
BEFORE IT HAPPENS**



Pennsylvania Association of  
Staff Nurses & Allied Professionals

## Bill Basics

House Bill 2247 and Senate Bill 849 would:

- Require a health facility to **establish a workplace violence prevention committee** to create, review, administer, and provide guidance on programs relating to the prevention of workplace violence at healthcare facilities in Pennsylvania. At least half of the committee members must have direct patient care responsibilities. Plus, union members and non-union members must be represented equally.
- Require the committee to **develop a workplace violence prevention plan** for each health facility under its purview, meet quarterly to review all cases of workplace violence, **perform an annual risk assessment evaluation** of the factors that may put a healthcare provider or employee of a health facility at risk for workplace

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violence, and publish a detailed report on the assessment that is publicly available upon request.

- Require the committee to **provide workplace violence prevention training** to employees and healthcare providers who provide direct patient care at the time of their hire and annually thereafter.
- Make mandatory both the reporting of instances of workplace violence AND **the protection of employees and other healthcare providers from retaliatory action** for reporting violence.
- Provide for the protection of an employee who reports the occurrence of an incident of workplace violence. **The employee may not be subject to retaliatory action for reporting the incident.** The report itself must be provided to the committee within 72 hours of its submission to management.
- Require health facilities to keep records and reports of incidences of workplace violence (including any supporting documentation) for no less than three years.
- Require a facility that violates the act to pay a fine of no less than \$1,000 levied by the Pennsylvania Department of Labor & Industry.

### **WORKPLACE VIOLENCE: IT'S NOT PART OF THE JOB**

The Healthcare Facilities Violence Prevention Act further states: If a healthcare facility has engaged in conduct that causes or maintains a substantial risk of further workplace violence – including failing to implement the recommendations of its workplace violence prevention committee – a court can bar the facility from engaging in the illegal activities and order any other relief that is appropriate, including reinstatement of an employee, compensation for medical distress, and reimbursement for lost wages, medical expenses, and attorney fees.