**TITLE: INCIDENTS OF WORKPLACE VIOLENCE AND ASSAULT
             OF WESTERN CONNECTICUT HEALTH NETWORK EMPLOYEE**

PURPOSE:
To establish a protocol in compliance with Connecticut General Statute Section 19a-490, Assault of Health Care Employee wherein WCHN is mandated to report an assault or related offense against an employee to local law enforcement even if the employee does not want the incident reported and/or ultimately chooses not to press charges.

POLICY:
As a health care employer, Western Connecticut Health Network is mandated by law to

PROCEDURE:

On-Site Occurrence:

Call 55 or activate Code Grey for immediate Security assistance.

Notify your Supervisor.

If you are injured, seek medical treatment immediately.

Submit an Employee Injury Report and an Occurrence Report as soon as possible.

If the incident involves a patient, a clinical assessment by a physician or mid-level provider must be performed to determine if the action was a direct consequence of the patient's condition or disability, and thus, not intentional.

If the incident is deemed to have been intentional, WCHN is mandated to report the employee's name and address, as well as the name and address of the patient, to local law enforcement. The police will then contact the employee to obtain additional information and to determine whether the employee wishes to file a criminal complaint against the patient.

of WCHN's Privacy Officer to determine the nature and scope of the patient information that may be released to the police.

Security will attempt to identify and detain the person(s) who has/have committed the assault. If the person(s) has/have left the Hospital, Security will investigate in an effort to determine identification.

Security will assist the victim in filing a criminal complaint and will submit a WCHN Police Report Form for incidents involving patients (see below). The original Report will be submitted to the Police. Copies of the Report will be retained by Security and Risk Management.

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