

Criteria		Te
		Efosa
REPORTING		
1	Policy addressing or encouraging employee reporting	1
2	Policy to protect employee reporting violence	1
3	Policy describing roles and responsibilities following violence	1
WORKPLACE VIOLENCE TRAINING		
4	Policy addresses workplace violence training	0
5	Policy requires annual training review or completion	0
WORKPLACE VIOLENCE POLICY		
6	Policy to protect from violent or aggressive household members and visitors	0
7	Policy to protect from violence in the community or outside of the home	0
8	Policy to protect from violence perpetrated by other workers in the agency	1
9	Policy to protect from intimate partner violence while on the job	0
10	Policy to protect from violence when caring for mentally ill or psychiatric patients	0
11	Policy to protect from violent or aggressive patients	0
12	Policy mandates zero tolerance for any type of violence from internal party	1
13	Policy mandates zero tolerance for any type of violence from external party	0
14	Policy addresses physical assault or abuse	1
15	Policy addresses sexual assault or abuse	1
16	Policy addresses psychological (mental or emotional) abuse	0
WORKPLACE CONDUCT		
17	Policy to inform point of contact of worker's location during shift	0
18	Policy for conducting home visits after dark	0
19	Policy for ending a home visit early	0
20	Policy for using a buddy system (with a co-worker)	0
21	Policy for using police or security escorts	0
POLICY REVIEW		
22	Program is reviewed and updated by management on an annual or regular basis	0
23	Policy requiring annual review of policy or handbook	0

Team Members (Graders)			AVG
Taylor	Afton	Ryan	

1	1	1	1
1	1	1	1
1	1	1	1

0	1	0	0.25
0	1	1	0.5

0	0	1	0.25
0	0	1	0.25
0	0	0	0.25
0	0	0	0
0	1	1	0.5
1	1	1	0.75
1	1	0	0.75
1	0	0	0.25
1	1	0	0.75
1	1	1	1
1	0	1	0.5

0	0	0	0
0	0	0	0
0	0	0	0
0	1	0	0.25
0	0	0	0

0	0	1	0.25
0	0	1	0.25

Afton Notes

Notes emergency response, reporting, and review policy in addition to incident response, reporting, and review p

"Not retaliate against or threaten anyone for the food faith reporting or supplying of information about conduct i

"If an employee becomes aware of an incident of harassment... they should report it to the direct supervisor or _

Noted to have training on harrassment (pg. 47) but doesn't go in depth

"...every twelve (12) months, each... receive recurrent training in these areas as determined necessary..." (pg. 47)

Mental health crisis - call 911 (pg. 76)

Has subsection for emergency use of manual restraints (pg. 21); identified prohibited procedures (chemical, mech

Offensive/Harassing Behavior (pg.25) - addresses employee who engages in harrassment of other employees or cl

Does not address abuse from clients

Offensive/Harassing Behavior (pg.25)

Offensive/Harassing Behavior (pg.25); Sexual activity involving force or coercion (pg. 77)

Page 25 indicates verbal, physical, visual harrassment; does not address menta;/emotional

Conduct of the client - "summon additional staff, if available" (pg. 77)

Most recent review 2018

"Employees must do everything they can to ensure the safety of clients and co-workers" (pg. 23)

Reporting of abuse/neglect/exploitation; mandatory reporting (pg. 36) - directed toward employee --> client

Appears to focus on employee --> employee or employee --> client; not client --> employee

Offers EAP (pg. 49)

Efosa Notes

policy but unclear of context; immediately report (pg.23); responsibility to report (pg. 26)

Policy has a section on whistleblowing

management" (pg.26); Reporting procedures (pg. 77)

Detailed under "formal complaint"

No reference to training on workplace violence, as a matter of facts WPV was never used.

anical, manual, etc.) (pg. 69); lists steps - call 911, remove dangerous items, follow client's care
ients

Policy is more focused on protecting client from violence as opposed to the employee

Policy was compiled in 2018.

Annual review requirment not stated in any part of the document

Taylor Notes
used the word "harassment" instead of violence

address abuse awareness training for client but not employee

plan (pg.70)

Agency does NOT allow for use of emergency manual restraints - have to call 911

Ryan Notes

abuse of client 36pg; Mandated Reporters are law enforcement, health care personnel (Caregivers), social workers

abuse of client 36pg

36pg informing policy

Does it mention in person? Pg 47

pg 48

pg 76

pg 55,76

physical disabilities pg 49 and 76

pg 68

pg 77 just client

pg 76

pg 48

pg 48

and other professionals