EDUCATIONAL SETTING VIOLENCE

The safety and security of Regional West Medical Center School of Radiologic Technology personnel, students, and individuals encountered in the education setting such as employees, patients, and visitors, is of vital importance. Regional West Medical Center School of Radiologic Technology has a zero tolerance plan for educational setting violence. Any acts or threats of physical violence, including intimidation, harassment, or coercion, which involve or affect Regional West Medical Center School of Radiologic Technology, the sponsoring organization, or any clinical educational settings or which occurs on Regional West Medical Center or on any clinical educational setting property, including parking areas, will not be tolerated.

This prohibition against threats and acts of violence applies to all persons involved in the operation of Regional West Medical Center School of Radiologic Technology, including but not limited to, Regional West Medical Center personnel, patients, students, and visitors or any clinical educational setting personnel, patients, students or visitors. Therefore, violation of the policy by any individual on Regional West Medical Center property or any clinical educational setting is considered misconduct and will lead to Corrective Action and/or legal action as appropriate.

Responsibility: Program Personnel, Students
Standard: Safety

Events occurring on Regional West Health Services Property:

1. Persons who believe they are subject to, or are aware of threats, harassment, intimidation, physical abuse, verbal abuse or coercion from employees, patients, guests, visitors, supervisory personnel, physicians, students, or others will report all specific occurrences and circumstances to their supervisor, next level manager, or Human Resources representative.

   All threats direct and imminent in nature should be reported to Security immediately at 630-1449. At facilities without on-site security, local law enforcement should be contacted immediately by calling 911.

   Security will coordinate all necessary investigations and follow-up, forwarding all findings to the Director of Human Resources.

2. MANAGEMENT RESPONSE TEAM

   Regional West Medical Center has established a Management Response Team (MRT) who is responsible for the overall implementation and maintenance of Regional West Medical Center's Workplace Crisis Response Plan.

   MRT members are management level representatives from the following departments: Human Resources, Security, Risk Management, Legal Counsel, and Behavioral Health.

The MRT may assign all or some of these tasks to other individuals within Regional West Medical Center. Nevertheless, the MRT remains ultimately responsible for the implementation and maintenance or Regional West Medical Center's Workplace Crisis Response Plan. The MRT will review cases and investigate findings if warranted.

3. VICTIMS OF VIOLENCE

Program personnel will notify Security of any victims of violence that may be enrolled in the Program. Security will maintain a current list of the location of victims of violence and make frequent checks of those areas.

4. THREAT MANAGEMENT PROCESS

Each occurrence will be investigated with appropriate action taken. If threatening behavior occurs, all personnel should follow the Threat Management Process as illustrated in the following process.

5. THREAT MANAGMENT PROCESS DETAIL

Step 1: Threatening statement or incident is made or witnessed.

A threat is an expression of intent to inflict pain, injury or other harm. The expression may be verbal or non-verbal. The harm may be explicit or vague.

Step 2: Document and report incident to Supervisor, next level manager, or Security immediately. Facilities without on-site security should contact local law enforcement or call Emergency 911.

6. THREATS MADE BY STUDENTS

Step 1: Supervisor substantiates and confirms threat with another management representative or Security if necessary.

Explicit threat – If a student makes a threat that is explicit, the supervisor can move to suspend with immediate notification to Security, Program Director,Human Resources and the Educational Advisory Committee (EAC).

Vague or Insinuated Threat – Sometimes, however, the supervisor will face a situation where the threat is vague or insinuated. This optional confirmation step provides the supervisor with a second opinion or consultation.

It allows the supervisor to check his or her perceptions and logic with a colleague and proceed to act with confidence in their judgment.

Step 2: Is threat by student confirmed?
If YES, follow steps 3-7
If NO, follow steps 5-7

Step 3: Threatening student is suspended from the Program and escorted from the building by Security, if necessary, to ensure the immediate safety of the clinical or didactic environment.

Any student who makes an imminent threat should be suspended immediately pending an investigation. Suspension at this point is a precautionary, not a disciplinary action. If, after investigation, it is determined that the student was not culpable, he or she will be able to return to class with no recourse.

Tell the student in clear terms that he/she is being suspended for threatening behavior. You may say, for example, "I understand that you may have behaved in a threatening manner, (or "I think the statements and gestures you made could be considered as a threat"). As you know, Regional West Medical Center has a zero-tolerance policy regarding threats. I must suspend you from the Program pending an investigation. You will be contacted to provide information to help us clarify the situation."

Step 4: Security takes written statements and investigates the incident. Findings are reported to the Director of Human Resources and the EAC.

Step 5: Human Resources advises Program Officials regarding disciplinary action where appropriate.

Step 6: Program Officials take Corrective Action where appropriate.

Step 7: Program Officials and Human Resources maintains all documents relating to the incident.

7. PROTECTION, RESTRAINING, AND NO TRESPASSING ORDERS

All judicial orders for protection, restraining or trespassing concerning students, employees, patients, visitors, or volunteers will be copied and supplied to Security immediately. Security will enforce said orders on Regional West Medical Center property for the indicated effective dates.

Events occurring at a Clinical Educational Facility that is not on Regional West Health Services Property:

1. Students who believe they are subject to, or are aware of threats, harassment, intimidation, physical abuse, verbal abuse or coercion from employees, patients, guests, visitors, supervisory personnel, physicians, students, or others will report all specific occurrences and circumstances to the Program Director

   All threats direct and imminent in nature should be reported to Security of the Clinical Education Facility immediately. At facility with no on-site security, local law enforcement should be contacted immediately by calling 911.

   The Program Director will coordinate all necessary investigations and follow-up, forwarding all findings to the Director of Human Resources and the Director of the imaging department where the incident occurred.

2. The response to the threat or violent event will follow the policies of the Clinical Educational Setting for workplace violence.

Stephanie Cannon

Digitally signed by Stephanie Cannon
DN: cn=Stephanie Cannon, o=Regional West Medical Center School of Radiologic Technology, ou=Program Director, email=stephanie.cannon@rwhs.org, c=US
Date: 2019.04.05 10:00:32 -06'00'

Signature
Stephanie Cannon, MSRS, RT(R)(ARRT)
Program Director

Wendy J. Stirnkorb

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DN: cn=Wendy J. Stirnkorb, o=Regional West Medical Center, ou=Imaging Services and The School of Radiologic Technology, email=wendy.stirnkorb@RWHS.org, c=US
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Signature
Wendy J. Stirnkorb, CRA, RT(R)(MR)(ARRT), MRSO, MRSE ™
Director, Imaging Services

Reference Hospital Policy: 304.5.10
Reviewed: 7/31/01, 6/26/03, 9/28/06, 1/28/2010, 5/27/10, 11/1/11, 5/17/12, 5/16/13, 2/28/2014, 2/27/15, 3/11/16, 2/3/17, 2/6/18, 2/7/19
Revised: 5/17/12