

## **Things to Consider When Creating a Code of Conduct to Address Workplace Violence**

- 1. Explain the why**
- 2. What are your organization's mission, vision, and values?**
  - a. Commitment to diversity, equity, and inclusion
- 3. Workplace and patient safety position statement**
  - a. Be specific and address all forms of workplace violence (e.g. verbal, sexual harassment, physical, weapons)
  - b. Rules
  - c. Expectations
  - d. Does it include patients and visitors?
  - e. Consequences for exhibiting workplace violence
    - i. Warnings
    - ii. Restrictions for visitation
    - iii. Trespass
    - iv. Prosecution
    - v. Dismissal (Consult legal to develop a policy)
    - vi. Termination (Consult legal to develop a policy)
- 4. How to report a concern**