**Sample: ABC Hospital Work Place Violence (WPV) Committee Charter**

**Purpose Statement:**

The WPV Committee is accountable for supporting the interdisciplinary team with the development and implementation of the practices, policies and supports needed to ensure safe management of patients and visitors with history of, or exhibiting violence behavior.

**Guiding Principles:**

* Transparency and clear communication
* Evidence Based Practice
* Establishing and maintaining a Healthy Work Environment
* Patient/Family Centered Care
* Assurance of Quality
* Interdepartmental Collaboration
* Interprofessionalism
* Accessibility
* Culture of Inquiry and Innovation

**Goals:**

* Safe patient management through collaboration and individualized care
* Decrease in caregiver injuries from violence by patients, families or visitors
* Increased satisfaction of caregivers related to their management violent behaviors
* Establish process to support learning from events to inform practice changes

**Functions:**

1. Develop a WPV program plan
2. Identify, consult and engage key stakeholders
3. Identify, immediate and future goals and objectives for the WPV program
4. Identify, coordinate, prioritize and assign project and initiatives designed to prevent and reduce violent behavior
5. Establishes supports and processes for caregiver safety
6. Identify and advocate for the provision of resources necessary to support the work
7. Identify and address or forward barriers to the success of the work.

**Reports to:** Employee Safety Committee

**Executive Sponsor:** Chief Nursing Officer

**Co-Chairs:** WPV Program Coordinator

**Membership:**

* Associate Medical Director, Psychiatry
* Inpatient Behavioral Health Clinical Supervisor or Nurse Manager
* ED Management
* ED Physician
* Inpatient Nurse Manager/s
* Clinical Educator
* Hospital Supervisor Manager
* Hospitalist
* Nursing Director, Practice and Outcomes
* Quality Management
* Human Resources
* Direct care nurse/s, staff
* Labor Organization representative
* Safety & Environmental Health Manager
* Employee Health Manager
* Security Manager

**Meeting Frequency:** *During program planning* **-** Every other week on the Thursday 12:00-1:30 PM

**Communication:**

* Items to be presented/forwarded to the Employee Safety Committee will be identified at the end of each meeting
* Minutes recorded by a Co-Chair or designee, to be available on SharePoint prior to the next meeting
* Minutes to be forwarded to the Employee Safety Committee; EOC Committee; and Leadership Council (as appropriate)