**Section 250.445 Workplace Violence Prevention Program**

a) *A hospital licensed under the Act shall comply with the Health Care Violence Prevention Act.* (Section 9.8 of the Act)

b) *Each hospital shall display, either by physical or electronic means, a notice stating that verbal aggression will not be tolerated and physical assault will be reported to law enforcement.* (Section 15(c) of the Health Care Violence Prevention Act)

c) *Each hospital shall create a workplace violence prevention program that complies with the Occupational Safety and Health Administration (OSHA) Guidelines for Preventing Workplace Violence for Healthcare and Social Service Workers. In addition, the workplace violence prevention program shall include:*

1) *the following classification of workplace violence as one of 4 possible types:*

A) *"Type 1 violence" – workplace violence committed by a person who has no legitimate business at the work site and includes violent acts by anyone who enters the workplace with the intent to commit a crime;*

B) *"Type 2 violence" – workplace violence directed at employees by customers, clients, patients, students, inmates, visitors, or other individuals accompanying a patient;*

C) *"Type 3 violence" – workplace violence against an employee by a present or former employee, supervisor, or manager;* or

D) *"Type 4 violence" – workplace violence committed in the workplace by someone who does not work there, but has or is known to have had a personal relationship with an employee.*

2) *management commitment and worker participation, including, but not limited to nurses;*

3) *worksite analysis and identification of potential hazards;*

4) *hazard prevention and control;*

5) *safety and health training* that includes annual completion of one of the following online courses:

A) Preventing Workplace Violence in Healthcare (OSHA); or

B) Workplace Violence Prevention for Nurses (CDC); *and*

6) *recordkeeping and evaluation of the violence prevention program.* (Section 20 of the Health Care Violence Prevention Act)

d) A hospital's workplace violence prevention program shall also include:

1) An overview of the incidence and prevalence of sexual assault and sexual violence;

2) Strategies and approaches to prevent sexual violence;

3) Intervention procedures to report sexual violence;

4) Contact information for local programs and services to assist victims of sexual violence; and

5) Additional training and education resources regarding the prevention and reporting of sexual violence, including, but not limited to, the Centers for Disease Control and Prevention's STOP SV: A Technical Package to Prevent Sexual Violence.

(Source: Amended at 46 Ill. Reg. 15597, effective September 1, 2022)