



# MO Workplace Violence Prevention Laws & Regulations



[WWW.MABPROEDU.COM](http://WWW.MABPROEDU.COM)

## S.B. 533

Approved - 01DEC2019



Section A. Chapter 197, RSMo, is amended by adding thereto one new section, to be known as section 197.750, to read as follows:

197.750. 1. By August 28, 2021, a hospital licensed under this chapter, excluding any department of mental health state-operated psychiatric hospital, shall adopt a workplace violence prevention plan designed to protect health care employees and other hospital personnel from aggressive and violent behavior. Such plan shall include, but not be limited to, the following:

- (1) A requirement that the plan be in effect at all times in all patient care units, including inpatient and outpatient settings and clinics on the hospital's license;
  - (2) A definition of workplace violence that includes, but shall not be limited to, the following:
    - (a) The use of physical force or threats against a hospital employee by a patient or a person accompanying a patient that results in, or has a high likelihood of resulting in, psychological trauma or stress, regardless of whether the employee sustains an injury; and (b) An incident involving the use of a firearm or other dangerous weapon, regardless of whether the employee sustains an injury;
  - (3) Personnel education and training policies that require all health care workers who provide direct care to patients, at least annually, to receive education and training that is designed to provide an opportunity for interactive questions and answers with a person knowledgeable about the plan. The education and training shall cover topics that include, but shall not be limited to, the following:
    - (a) How to recognize the potential for violence and when and how to seek assistance to prevent or respond to violence;
    - (b) How to report violent incidents to law enforcement, and
    - (c) Any resources available to employees for coping with incidents of violence, including, but not limited to, critical incident stress debriefing or employee assistance programs;
  - (4) A system for responding to and investigating violent incidents and situations involving violence or the risk of violence;
  - (5) A system to assess and improve upon, at least annually, factors that may contribute to or help prevent workplace violence, including, but not limited to, the following:
    - (a) Staffing, including staffing patterns and patient classification systems that contribute to or are insufficient to address the risk of violence;
    - (b) Sufficiency of security systems, including alarms, emergency response, and security personnel availability;
    - (c) Job design, equipment, and facilities; and
    - (d) Security risks associated with specific units, areas of the facility with uncontrolled access, late-night or early morning shifts, and employee security in areas surrounding the facility, such as employee parking areas;
  - (6) A requirement that all temporary personnel be oriented to the plan. The hospital shall file the workplace violence prevention plan with the department of health and senior services upon adoption.
2. A hospital with a workplace violence prevention plan under this section shall not intentionally prevent an employee from, or take punitive or retaliatory action against an employee for, seeking assistance and intervention from local emergency services or law enforcement when a violent incident occurs.