

# CREATING A CULTURE OF SAFETY

HSHS Commitment to Reducing Workplace Violence  
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## Background & Urgency, Our Call to Action

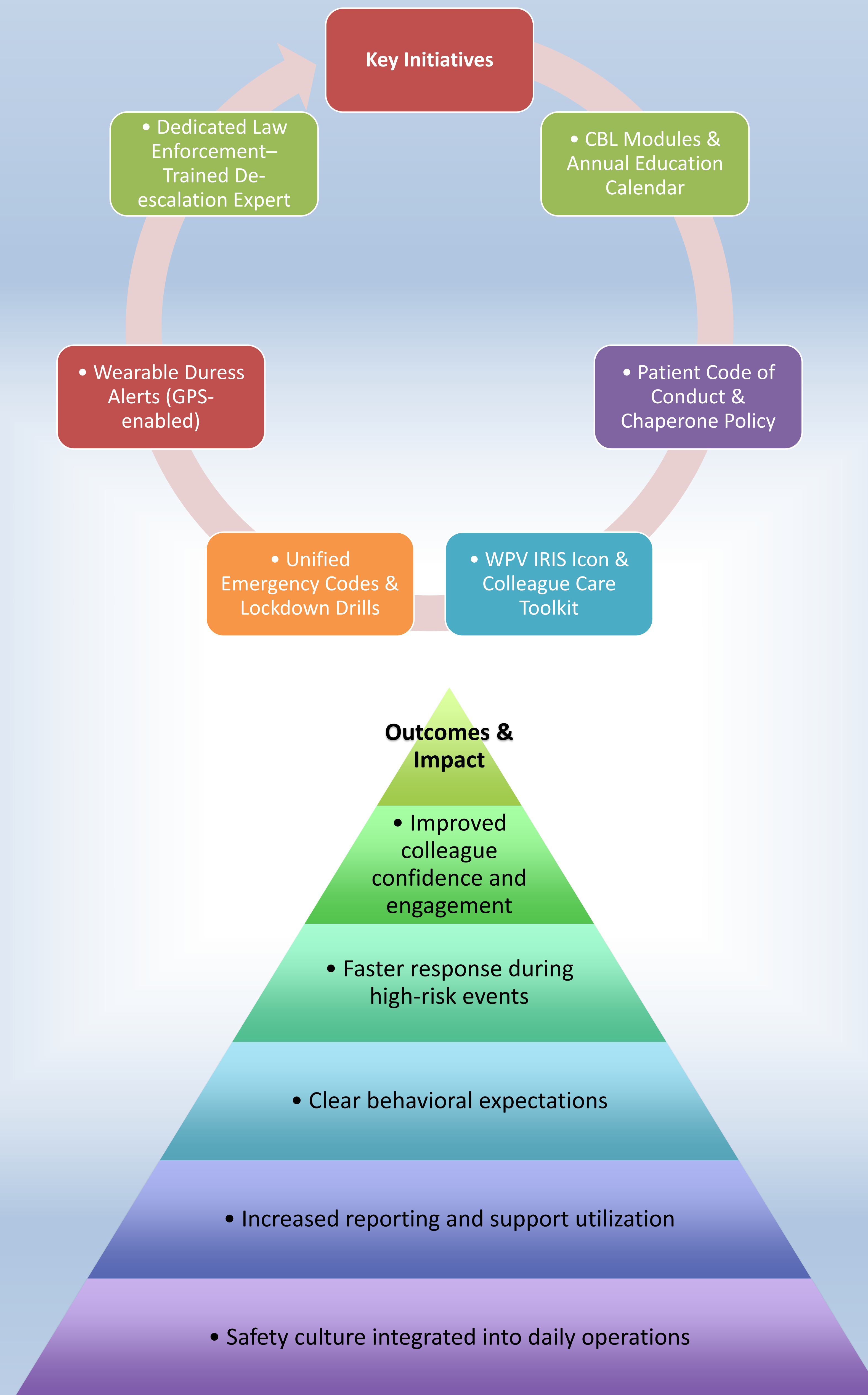
- Healthcare has one of the highest workplace violence rates nationally
- Nearly 17,000 hospital colleagues injured in 2022 alone
- Violence impacts safety, morale, retention, and patient experience
- HSHS identified need for unified, system-wide prevention strategy

## Purpose

- Reduce WPV incidents
- Increase colleague confidence
- Standardize emergency response
- Integrate technology
- Create sustainable culture of safety

## System-Wide Strategy

- Education & De-escalation Training (Train-the-Trainer)
- Policy Alignment & Behavioral Standards
- Colleague Care & Reporting Infrastructure
- Emergency Preparedness & Drills
- Technology-Enabled Safety Solutions



## Conclusion

- Phased system-wide rollout integrating prevention, intervention, and recovery
- Aligned policies, standardized responses, and innovative technology
- Sustainable framework protecting colleagues and strengthening patient trust
- Culture of safety embedded across HSHS ministries

## Organizational Preparedness

- Standardized emergency codes across all ministries
- Routine compliance-tracked drills
- RACI-based education alignment
- Leadership accountability for safety readiness
- Embedded WPV prevention into annual learning

## Leadership Reflection

- Colleague safety is the foundation of quality care.
- Protecting caregivers is not operational—it is moral.
- True patient safety begins with caregiver safety.

