

Leamington Mennonite Home
Long Term Care

**EMERGENCY MANAGEMENT
POLICY AND PROCEDURE**

CATEGORY: Code White – Physical Threat/Violent Outburst	SUBJECT: Physical Threat / Violence	SECTION: F POLICY: 1
DATE: June 27, 2022	Administrator's Signature: 	

PHYSICAL THREAT / VIOLENCE

POLICY:

The Home is committed to providing an atmosphere free of physical threat for all residents, staff, visitors, and volunteers.

In the event of an attempt of or actual exercise of physical force by a person that has the potential to cause injury (including threatening statements or behaviour indicating reasonable cause to believe risk of injury), a Code White will be called to alert staff, visitors, and residents and prompt an appropriate response in accordance with the Home's Code White Emergency Plan.

In the event a Code White is initiated, all staff will make every reasonable effort to protect themselves, residents, visitors, and others in their immediate area.

PROCEDURE:

Staff are trained to recognize and intervene in potentially violent situations appropriately.

Remember these steps if confronted by a violent or aggressive resident, staff, volunteer, or visitor:

- If safe to do so, try to diffuse the situation with the aggressive person(s)
- Seek immediate assistance (this may involve activating call bell or fire alarm)
- Announce or have someone else announce "Code White, [location]" if the situation escalates into a dangerous situation
- If safe to do so, isolate the person(s) away from residents and staff and ask person to leave the premises
- Notify the Administrator or appropriate supervisor, who will investigate and document the incident and file appropriate reports to provincial regulatory authority, support services, etc.
- Regain an atmosphere of calm and control and deal with stress the situation might have caused with others involved

Any staff, volunteer, resident, or family member must immediately contact police (911) and if possible, the Director of Nursing & Personal Care or Charge Nurse when they observe or are told of a person who is (or persons who are):

- Attempting to harm or injure people with any weapon; or
- Carrying a weapon on or near the grounds of the location; or
- Has threatened to bring a weapon on or near the grounds of the Home.

As part of the recovery process, the Administrator or designate will:

- 1) Consider the physical and mental health needs of all staff and residents.
- 2) Ensure supports are provided, using existing and additional identified programs as needed
i.e. EFAP, individual and group counselling, etc.

All staff will:

- 1) Speak with their supervisor regarding any specific concerns, needs, or considerations.