AVADE®
WORKPLACE VIOLENCE PREVENTION

CARING SAFELY™ WORKPLACE VIOLENCE PREVENTION FOR NURSES & CAREGIVERS

COURSE OBJECTIVES



Education, Prevention, and Mitigation for Violence in the Workplace

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AVADE® Caring Safely™ WPV Prevention
Modules and Objectives

AVADE® principles and learning objectives are integrated throughout the administrative, behavioral, and environmental components of an effective workplace violence prevention plan, with a focus on keeping nurses, caregivers, and healthcare professionals safe.

Workplace violence is an increasing concern in healthcare settings. By learning and applying AVADE® strategies, sharing them with your coworkers, and modeling safe practices, you can reduce your risk of experiencing workplace violence. Incorporate AVADE® safety principles into your daily patient care routines and workplace interactions to recognize warning signs, defuse tense situations, and respond safely to potentially violent behavior. Learn to recognize the signs of escalating aggression, trust your instincts, and remain aware of your surroundings.

Remember: Your most valuable tools for staying safe are your awareness, sound judgment, and consistent personal safety habits.

Level I
De-Escalation: Education, Prevention, and Mitigation of WPV

1 | AWARENESS

The nurse or caregiver will understand what awareness is and how to increase their awareness. They will be able to articulate what puts them at risk of violence in the workplace and understand how to plan for workplace violence.

2 | VIGILANCE

The nurse or caregiver will recognize that vigilance means putting awareness into action by responding to what they see, hear, and feel. They will understand that vigilance involves staying alert and cautious, paying attention to their surroundings, trusting their intuition, and using their senses.

3 | AVOIDANCE

The nurse or caregiver will understand that the overall goal of AVADE® Workplace Violence Prevention training is to avoid conflict through effective communication and de-escalation skills. They will recognize the importance of a trauma-informed perspective and be able to identify characteristics and behaviors associated with individuals who may commit workplace violence.

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4 | INTERPERSONAL COMMUNICATION

The nurse or caregiver will understand the science of communication and how to strengthen their interpersonal communication skills. They will understand the theory of the Assault Cycle and apply de-escalation techniques when interacting with individuals who are stressed or angry, with the goal of preventing escalation to physical aggression.

5 | DEFENSE OF SELF AND OTHERS

The nurse or caregiver will understand the definition and attitude of self-defense, key legal concepts related to the defense of self and others, and their right to lawfully defend themselves and others. They will also understand the importance of appropriate post-incident responses following an incident of workplace violence.

6 | STRESS/FEAR MANAGEMENT

The nurse or caregiver will be able to describe the two types of stress and understand stress management as it relates to fear and the fight-flight-freeze continuum. They will understand how to break the stress continuum through awareness, controlled breathing, and positive thinking, as well as strategies for managing stress before an incident of workplace violence.

7 | TIME AND DISTANCE

The nurse or caregiver will understand how maintaining distance can provide valuable time to respond or react to workplace violence. They will recognize the appropriate distance needed for different types of attacks and understand the risks associated with dangerous weapons that may be present in the workplace.

8 | ESCAPE

The nurse or caregiver will understand the importance of developing escape plans for all environments. They will also understand the importance of owning the door, proper positioning, spatial empathy, and proper escorts, and be able to apply these concepts through escape plan scenarios.

9 | ENVIRONMENTAL FACTORS

The nurse or caregiver will understand that their environment is always a factor in their safety and the safety of others. They will be able to identify safety measures within their environment to help prevent and mitigate risks to themselves and others.

10 | EMERGENCY CODES AND PROCEDURES

The nurse or caregiver will be able to identify workplace violence–related emergency codes and procedures and describe the appropriate response to emergent situations, including the importance of preparation and following established workplace protocols.

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Level II:
Physical De-Escalation: Self-Defense Tactics and Techniques

THE GOAL OF SELF-DEFENSE

The nurse or caregiver will understand, acknowledge, and articulate that the best self-defense is not to be there when an attack occurs. They will also acknowledge that this is not always possible in the healthcare environment and that self-defense is a proactive measure for their personal safety.

1 | FUNDAMENTALS OF SELF-DEFENSE

The nurse or caregiver will be able to perform the fundamentals of self-defense and articulate that these fundamentals provide a foundation upon which to build their self-defense skills.

2 | DEFENSIVE BLOCKING TECHNIQUES

Nurses/caregivers will be able to understand and perform five defensive blocking techniques. They will also be able to articulate the importance of blocking and how physically violent individuals attack the human body.

3A | SELF-DEFENSE FROM PHYSICAL ASSAULTS (FRONTAL)

Nurses/caregivers will be able to understand and perform the self-defense techniques from frontal assaults on them or another person. They will also be able to articulate the justification for using any of the personal defense techniques.

3B | SELF-DEFENSE FROM PHYSICAL ASSAULTS (REAR)

Nurses/caregivers will be able to understand and perform the self-defense techniques from rear assaults on them or another person. They will also be able to articulate the justification for using any of the personal defense techniques.

4 | POST-INCIDENT RESPONSE, DEBRIEFING, AND DOCUMENTATION

Nurses/caregivers will understand the importance of implementing post-incident response protocols following a violent incident, focusing on triage, reporting, debriefing, documentation, and corrective actions to ensure safety and risk mitigation.

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