

AVADE[®]

WORKPLACE VIOLENCE PREVENTION



CARING SAFELY[™] WPV PREVENTION FOR NURSES AND CAREGIVERS

| 2-HOUR COURSE OUTLINE |

Education, Prevention, and Mitigation for *Violence in the Workplace*

1.866.773.7763 • personalsafetytraining.com • avadetraining.com

© Personal Safety Training Inc. | AVADE[®] Training

Training and education designed for **healthcare agencies** to **prevent** and **mitigate** workplace violence (WPV) by equipping nurses and caregivers to recognize warning signs, reduce risk, and respond effectively—thereby advancing a culture of safety.

AVADE® Caring Safely™ WPV Prevention 2-Hour Certification Course

In this two-hour **AVADE® Caring Safely™ WPV Prevention** course, nurses and caregivers will learn practical strategies to recognize risk early, de-escalate tense situations, and respond safely during high-stress patient interactions. Through healthcare-specific scenarios, participants will strengthen their communication, situational awareness, and behavioral recognition skills—helping protect staff, preserve patient dignity, and support a safer environment of care.

This in-depth course combines instructor-led education, group interaction, guided discussion, and healthcare-specific scenarios to strengthen caregivers' understanding of workplace violence prevention. Participants explore behavioral warning signs, communication and de-escalation strategies, situational awareness, and appropriate response options for high-stress patient interactions. The **AVADE® Caring Safely™ WPV Prevention** program is modular and can be adapted to accommodate a variety of organizational schedules and training needs.

AVADE® Caring Safely™ WPV Prevention is an instructor-led, healthcare-specific workplace violence prevention course designed for nurses, caregivers, and other patient-facing professionals. The training is nationally recognized and court defensible, providing practical education that supports safer staff responses and quality patient care.

- Course length: Two hours
- Class size: Up to 20 participants
- Course price: \$1,997 per course
- Primary focus: Awareness, prevention, and effective de-escalation
- Course content: Real-world healthcare scenarios, communication strategies, and behavioral warning-sign recognition
- Participant materials: **AVADE® Caring Safely™ WPV Prevention** Student Guide
- Course recognition: Certificate of Completion provided to each participant

Student Training and Completion Requirements

To successfully complete the **AVADE® Caring Safely™ WPV Prevention** course, nurses and caregivers must meet the following requirements:

- Attend and participate in the complete two-hour course
- Complete the 10-question written examination
- Achieve a score of 70% or higher
- One written-examination retest is permitted
- A participant who does not pass the retest must complete the course again
- Participants who satisfy all course requirements will receive an **AVADE® Caring Safely™ WPV Prevention** Certificate of Completion

Annual Recertification

Annual recertification is required for nurses and caregivers working in healthcare settings. Recertification may be completed through the **AVADE® Caring Safely™ WPV Prevention** e-learning course. Participants must complete all required e-learning modules and pass the written examination with a score of 70% or higher.

LEVEL I COURSE OUTLINE

DE-ESCALATION: EDUCATION, PREVENTION, AND MITIGATION OF WPV

Introduction

- Introduction to Violence in Healthcare
- AVADE® Caring Safely™ WPV Prevention Training
- Have You Witnessed or Experienced Workplace Violence?
- Barriers to Reporting Incidents of Workplace Violence
- Workplace Violence Defined/The Joint Commission Definition
- The Myths of Workplace Violence
- The Cost of Workplace Violence
- Violence in Healthcare
- AVADE® Safety Principles
- *Exercise: AVADE® System Exercise*
- AVADE® Workplace Violence Prevention is Evidence-Based Training
- AVADE® Workplace Violence Prevention Modules and Objectives

Personal Safety Habits

- Whose Responsibility Is Your Personal Safety?
- What Is a Habit?
- Developing Personal Safety Habits
- *Exercise: Commitment*

Module 1: Awareness

- Awareness Defined
- Increase Your Awareness of Risks to WPV
- Self-Awareness
- Emotional Awareness
- Situational Awareness
- Environmental Awareness
- 360° View of Awareness

Module 2: Vigilance

- Vigilance Defined
- The Five Senses
- Is There a Sixth Sense?
- Using Your Intuition
- Messages of Intuition

Module 3: Avoidance

- Who Commits Violence?
- Characteristics of Individuals Who Commit Violence
- **OSHA Type I: Stranger Violence**
- Don't Be Easy Prey
- Hard Target vs. Easy Target
- **OSHA Type II: Patient/Client Violence**
- Examples of Patient/Client Violence
- **OSHA Type III: Lateral Violence**
- Examples of Lateral Violence
- **OSHA Type IV: Domestic Violence**
- Examples of Domestic Violence
- Protecting the Survivor and Workplace from Domestic Violence
- Imminent Threat of Domestic Violence
- **Type V: Extreme Violence**
- Examples of Extreme Violence

Module 4: Interpersonal Communication Skills

- Interpersonal Communication Fundamentals
- Trauma-Informed Care
- Six Principles for Trauma-Informed Care
- The 5 Habits of De-Escalation
- The Assault Cycle
- The Triggering Phase: Upset/Stressed Individuals
- Signs and Symptoms of Stress
- Stress De-Escalation Techniques
- The Escalation Phase: Angry/Aggressive Individuals
- Signs and Symptoms of Anger
- Anger De-Escalation Techniques
- The Crisis Phase: Physically Combative/Violent Individuals
- Signs and Symptoms of Combative Physical Aggression
- Strategies to Avoid Physical Harm
- *Exercise: The Bladed Stance*

Module 5: Defense of Self and Others

- What Is Self-Defense?
- Security/Law Enforcement Responses to Workplace Violence Incidents
- Post-Incident Response
- Post-Incident Debriefing
- Post-Incident Documentation

Module 6: Stress/Fear Management

- Types of Stress
- Fear Management
- Fight-Flight-Freeze
- Putting the Brakes on Fight-Flight-Freeze

Module 7: Time and Distance

- Reaction Time (OODA Loop)
- Weapons and Time/Distance
- Dangerous Weapons in Your Workplace

Module 8: Escape Planning

- Developing Escape Plans
- What's Your Plan?
- Own the Door

Module 9: Environmental Factors

- Safety Measure #1: Safety Mirrors
- Safety Measure #2: Lighting
- Safety Measure #3: CCTV Cameras
- Safety Measure #4: Panic Alarms
- Safety Measure #5: Private Places to Avoid
- Safety Measure #6: Access Controls
- Safety Measure #7: Staff Identification
- Safety Measure #8: Parking Lot Safety
- Safety Measure #9: Obstacles Around You
- Safety Measure #10: Telephone Safety

Module 10: Emergency Codes and Procedures

- Plain Language/Color Code Language
- The Use of Codes
- Combative Person Code
- Bomb Threat Code
- Infant Abduction Code
- Active Shooter Code
- Active Shooter Video
- Personal Codes for Alerting Others

AVADE® Caring Safely™ WPV Prevention Certification Course

The **AVADE® Caring Safely™ WPV Prevention Training Program** is designed to meet state and federal guidelines, including OSHA General Duty Clause, which requires employers to provide a workplace free from recognized hazards that are likely to cause death or serious physical harm.

The **AVADE® Caring Safely™ WPV Prevention** training also supports healthcare organizations in meeting The Joint Commission workplace violence prevention standards, helping ensure regulatory compliance while building a safer, more prepared workforce.

AVADE® Caring Safely™ WPV Prevention training is based on research and guidance from leading authorities in healthcare safety, including OSHA, CDC, NIOSH, The Joint Commission, IAHS, the American Nurses Association (ANA), the Emergency Nurses Association (ENA), the American Hospital Association (AHA), and other recognized healthcare statutory laws and regulations.



CONTACT US TODAY!

Get started by requesting a **FREE** Training Proposal

Reach us at **866.773.7763** or **avadetraining.com**