

AVADE[®]

WORKPLACE VIOLENCE PREVENTION



CARING SAFELY[™] WPV PREVENTION FOR NURSES AND CAREGIVERS

| 4-HOUR COURSE OUTLINE |

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

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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 four-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. Participants will strengthen their communication, situational awareness, and behavioral recognition skills through healthcare-specific scenarios. The course also includes hands-on instruction and practice in physical de-escalation, personal safety, self-defense, and escape techniques—helping participants protect themselves, preserve patient dignity, and support a safer environment of care.

This in-depth course combines instructor-led education, group interaction, guided discussion, healthcare-specific scenarios, and hands-on skills practice 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 course also includes two hours of physical de-escalation, self-defense tactics, and escape techniques that can be adapted to a variety of healthcare environments—with a particular emphasis on bedside self-defense and the unique safety challenges caregivers may encounter while providing direct patient care. 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. This nationally recognized and court-defensible training combines classroom education with hands-on skills practice to support safer staff responses, preserve patient dignity, and promote quality patient care.

- Course length: Four hours
- Training format: Classroom education and hands-on skills training
- Class size: Up to 20 participants
- Course price: \$2,497 per course
- Primary focus: Awareness, prevention, de-escalation, personal safety, and appropriate response strategies

- Course content: Real-world healthcare scenarios, communication strategies, behavioral warning-sign recognition, physical de-escalation, practical self-defense, and escape techniques
- Skills application: Scenario-based practice adaptable to various healthcare environments, including bedside care
- Participant materials: **AVADE® Caring Safely™ WPV Prevention** Student Guide
- Course recognition: Certificate of Completion provided to each successful participant

Student Training and Completion Requirements

To successfully complete the four-hour **AVADE® Caring Safely™ WPV Prevention** course, nurses, caregivers, and other healthcare professionals must meet the following requirements:

- Attend and actively participate in the complete four-hour course
- Participate in all required hands-on exercises and skills practice
- Complete the 10-question written examination
- Achieve a written-examination score of 70% or higher
- Pass the practical skills assessment with an acceptable rating
- One written-examination retest is permitted
- A participant who does not pass the written-examination retest or practical skills assessment must complete the applicable training 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, caregivers, and other healthcare professionals. The **AVADE® Caring Safely™ WPV Prevention** e-learning course may be used to satisfy the annual knowledge-based recertification requirement. Participants must complete all required e-learning modules and pass the written examination with a score of 70% or higher.

Participants who are required to maintain the practical skills qualification associated with the four-hour course must also complete the applicable hands-on refresher training and pass the practical skills assessment with an acceptable rating.

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
- Two Training Levels
- Level I De-Escalation: Education, Prevention, and Mitigation of Workplace Violence
- Level II Physical De-Escalation: Self-Defense Tactics and Techniques

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
- Escape Plan Scenarios
- *Exercise: Spatial Empathy*

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

LEVEL II COURSE OUTLINE

PHYSICAL DE-ESCALATION: SELF-DEFENSE TACTICS AND TECHNIQUES

- The Goal of Self-Defense
- AVADE® Training Safety Rules
- AVADE® Level II Physical De-Escalation: Self-Defense Tactics and Techniques Modules

Module 1: Self-Defense Fundamentals

- Self-Defense Fundamentals Overview
- On Target Training
- *Exercise: Stance | Balance | Stability (The Bladed Stance)*
- *Exercise: Defensive Movements—Forward Shuffle*
- *Exercise: Defensive Movements—Rear Shuffle*
- *Exercise: Defensive Movements—Side-to-Side Shuffle*
- *Exercise: Defensive Movements—Forward and Rear Pivoting*
- *Exercise: Robot Exercise*
- *Exercise: Core Energy Principle*
- Defensive Verbalization
- The Art of Distraction
- Escape Strategies
- *Exercise: Reactionary Gap*
- Hand Positions

Module 2: Defensive Blocking Techniques

- Defensive Blocking Techniques Overview
- *Exercise: Shoulder Block Defense*
- *Exercise: Elbow Block Defense*
- *Exercise: Turtle Block Defense*
- *Exercise: High Block Defense*
- *Exercise: Middle Block Defense*
- *Exercise: Outside Block Defense*
- *Exercise: Low Block Defense*

Module 3: Self-Defense Techniques

- Self-Defense Techniques Overview
- *Exercise: Wrist Grab Defense*
- *Exercise: Two-Hand Wrist Grab Defense*
- *Exercise: Bite Defense*
- *Exercise: Rear Hair/Collar Pull Defense*
- *Exercise: Front Hair/Lapel Pull Defense*
- *Exercise: Front Strangle Defense*
- *Exercise: Front Strangle Defense (Special Situation)*
- *Exercise: Front Strangle Ground Defense (Optional)*
- *Exercise: Rear Airway Choke Defense*

- *Exercise: Rear Carotid Choke Defense*
- *Exercise: Rear Bear Hold Defense*
- *Exercise: Ground Defense Weapon*

Module 4: Reporting Self-Defense and Use of Force

- Post-Incident Response
- Post-Incident Debriefing
- Post-Incident Documentation
- Elements of Reporting Force

Optional Agency Specific Module: Healthcare Restraint Holds/Applications

- Use of Restraints
- *Exercise: Supine Holding Position*
- *Exercise: Supine Restraint Position*
- Supine Holding Hand Positions
- Restraint Placement
- Restraint Fit
- Locking Restraints
- Six Core Strategies[®] for Reducing Seclusion and Restraint Use Alignment
- Risk Factors for Restraints
- Strategies for Reducing Risk
- Chemical Restraints (Emergency Medications)
- Positional Asphyxia
- Excited Delirium

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**