

AVADE[®]

WORKPLACE VIOLENCE PREVENTION



CARING SAFELY[™] WPV PREVENTION FOR NURSES AND CAREGIVERS

| INSTRUCTOR 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 Instructor 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, IAHSS, the American Nurses Association (ANA), the Emergency Nurses Association (ENA), the American Hospital Association (AHA), and other recognized healthcare statutory laws and regulations.

Upon successful completion of the 2-day (16-hour) **AVADE® Caring Safely™ WPV Prevention Training Program**, instructors will receive the following:

- **AVADE® Caring Safely™ WPV Prevention** 3-year In-House Instructor Certification
- Authorization to train and certify staff in the:
 - **AVADE® Caring Safely™ Level I De-Escalation: Education, Prevention, and Mitigation of WPV** 2-hour Certification Course
 - **AVADE® Caring Safely™ Level II De-Escalation: Self-Defense Tactics and Techniques** 2-hour Certification Course

Requirements and Guidelines

The **AVADE® Caring Safely™ WPV Prevention** Instructor Certification is valid only for individuals and agencies that fully adhere to AVADE® Instructor Requirements and Procedures.

Once certified, AVADE® Instructors are authorized to deliver the associated AVADE® Training Program exclusively to employees within their own agency; certification does not permit instruction for individuals outside of the agency's workforce, nor does it allow training to be conducted for profit or outside distribution, and agencies are strictly prohibited from charging any monetary fees for AVADE® training sessions provided by their certified instructors.

Each person trained in the associated AVADE® Training Program(s) must receive an official AVADE® Student Guide for all certifications—both initially and every two (2) years thereafter. The certified AVADE® Instructor is responsible for purchasing the student guides exclusively from Personal Safety Training Inc. Copying or reproducing the guides is strictly prohibited under copyright law.

Every individual trained in the associated AVADE® Training Program(s) must be registered with AVADE® Personal Safety Training Inc., and must complete and sign the official AVADE® Student Registration/Recertification Form.

Instructors are required to upload all required student paperwork within seven (7) days to Personal Safety Training Inc. This process will be explained during your instructor training course(s).

Instructor Package Components

The **AVADE® Caring Safely™ WPV Prevention** Instructor package includes:

- Access to the **AVADE® Caring Safely™ WPV Prevention** Instructor Portal will be granted once full compliance with the AVADE® Instructor Requirements and Procedures is achieved
- **AVADE® Caring Safely™ WPV Prevention** Instructor Manual
- *Be Safe Not Sorry: The Art and Science of Keeping YOU and Your Family Safe From Crime and Violence*
- Sample policies
- Maintenance of training records
- Continual support from **AVADE® | Personal Safety Training Inc.**

DAY 1

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

Creating an Effective Workplace Violence Prevention Plan

- The Three Components of an Effective Workplace Violence Prevention Plan
- Component 1: Administrative Protocols and Procedures
- Component 2: Behavioral Training
- Component 3: Environmental Considerations
- Proactive Response Planning: Prevention and Intervention

Personal Safety Habits

- Whose Responsibility Is Your Personal Safety?
- What Is a Habit?
- Developing Personal Safety Habits
- *Exercise: Commitment*
- Benefits of AVADE® WPV Prevention Training

Module 1: Awareness

- Awareness Defined
- Increase Your Awareness of Risks to WPV
- Personal Safety Awareness
- Self-Awareness
- Emotional Awareness
- Situational Awareness
- Environmental Awareness
- 360° View of Awareness
- Unconscious Awareness
- Higher Awareness
- Improve and Increase Your Awareness
- *Exercise: Guided Imagery*

Module 2: Vigilance

- Vigilance Defined
- Have You Ever . . . ?
- The Five Senses
- Is There a Sixth Sense?
- Using Your Intuition
- Messages of Intuition
- Developing Intuition
- *Exercise: Intuition*

Module 3: Avoidance

- Who Commits Violence?
- Characteristics of Individuals Who Commit Violence
- **OSHA Type I: Stranger Violence**
- What Is a Predator/Perpetrator?
- Predator/Perpetrator-Prey and Adaptation
- Predator/Perpetrator Characteristics
- Don't Be Easy Prey
- Hard Target vs. Easy Target
- Prey (Victim) Characteristics: Easy Target
- Confident-Assertive-Defensive Characteristics: Hard Target
- The Law of Cause and Effect
- **OSHA Type II: Patient/Client Violence**
- Examples of Patient/Client Violence
- **OSHA Type III: Lateral Violence**
- Examples of Lateral Violence
- Warning Signs of Lateral Violence
- **OSHA Type IV: Domestic Violence**
- Examples of Domestic Violence
- Possible Signs of Domestic Violence Victimization
- Protecting the Survivor and Workplace from Domestic Violence
- Imminent Threat of Domestic Violence
- **Type V: Extreme Violence**
- Examples of Extreme Violence
- The Five Ws
- Developing Your Avoidance Ability

Module 4: Interpersonal Communication Skills

- Interpersonal Communication Fundamentals
- Trauma-Informed Care
- Six Principles for Trauma-Informed Care
- Understanding Interpersonal Communication Skills
- Facial Expressions
- Eye Communication
- Reading Eye Communications
- Body Language, Postures, and Gestures
- Universal Hand Signals
- Developing and Improving Your Interpersonal Communication Skills
- The 5 Habits of De-Escalation
- The Assault Cycle
- The Five Stages of the Assault Cycle
- The Triggering Phase: Upset/Stressed Individuals
- Signs and Symptoms of Stress
- Stress De-Escalation Techniques
- Learning to Ask the Right Questions
- 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
- The Recovery Phase: Submission
- Signs and Symptoms of Submission
- *Exercise: The Bladed Stance*

Module 5: Defense of Self and Others

- What Is Self-Defense?
- Types of Assault
- Lawful Use of Defense
- Security/Law Enforcement Responses to Workplace Violence Incidents
- Levels of Force and Defense
- Aggressive Subject and Staff Factors
- 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
- Strategies for Managing Your Stress Before and After an Incident of Workplace Violence
- *Exercise: Testing Our Thoughts*

Module 7: Time and Distance

- Reaction Time (OODA Loop)
- Weapons and Time/Distance
- Dangerous Weapons in Your Workplace
- The Art of Distraction
- *Exercise: Safe Distance*

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
- *Exercise: Emergency Call*

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

DAY 2

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 Instructor Training Requirements

- Once certified, the instructor shall provide training in the **AVADE® Caring Safely™ WPV Prevention Training Program** to individuals in *your agency only*
- Each person trained by the certified **AVADE® Caring Safely™ WPV Prevention** Instructor must receive an **AVADE® Caring Safely™ WPV Prevention** Student Guide for initial certification and every two years thereafter for recertification. The **AVADE® Caring Safely™ WPV Prevention** Instructor is responsible for purchasing the Student Guides from **Personal Safety Training Inc.** **Note: Copying of the guides is strictly prohibited by copyright laws**
- The instructor must pass the twenty-question written exam with an 80% or better
- The instructor must pass a Trainer's Presentation with an acceptable rating
- The instructor must pass a Proficiency Skills Test with an acceptable rating
- The instructor must adhere to all requirements and guidelines set forth in the Instructor's Manual
- Recertification as an Instructor is required every three years



CONTACT US TODAY!

Get started by requesting a **FREE** Training Proposal
Reach us at **866.773.7763** or **avadetraining.com**