AVADE®
WORKPLACE VIOLENCE PREVENTION

HOME HEALTH CARE

| INSTRUCTOR BRIDGE COURSE OUTLINE |

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

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The AVADE® Home Health Care Program is designed to educate, prevent, and mitigate the risk of escalation, aggression, and violence to individuals in the workplace.

AVADE® Home Health Care Instructor Bridge Certification Course

The 1-Day **AVADE® Home Health Care Instructor Bridge Course** provides currently certified AVADE® WPV Advanced or Behavioral Health Instructors with an accelerated pathway to become certified **AVADE® Home Health Care** Instructors. The bridge course builds upon their existing AVADE® workplace violence prevention knowledge and instructional experience, with an emphasis on healthcare-specific applications, safe patient interactions, de-escalation, and Home Health Care program delivery.

Bridge Course Details:

- Course length: One day
- Course price: $597 per person
- Eligibility: Available exclusively to AVADE® WPV Advanced or Behavioral Health Advanced Instructors with a current instructor certification
- Course focus: Healthcare-specific application, instruction, de-escalation, response strategies, and safe patient interactions
- Program delivery: Preparation to teach the AVADE® Home Health Care Program within the instructor's agency
- Instructor materials: AVADE® Home Health Care instructor materials and certification update included
- Organizational benefit: Expands the agency's internal ability to provide Home Health Care-specific workplace violence prevention training Bridge Certification Term

The **AVADE® Home Health Care** Instructor certification issued through the bridge course is tied directly to the instructor's current AVADE® WPV Advanced Instructor certification. It does not begin a separate certification term.

The **AVADE® Home Health Care** Instructor certification will carry the same expiration date as the instructor's existing AVADE® WPV Advanced or Behavioral Health Advanced Instructor certification. Recertification for both instructor credentials will be based on the AVADE® WPV Advanced or Behavioral Health Advanced Instructor recertification date and applicable recertification requirements.

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Requirements and Guidelines

The **AVADE® Home Health Care** 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® Home Health Care** Instructor package includes:

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

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Introduction

- Introduction to Violence in the Workplace
- AVADE® Workplace Violence Prevention Training
- Have You Experienced Workplace Violence?
- Barriers to Reporting Incidents of Workplace Violence
- Workplace Violence Defined
- The Myths of Workplace Violence
- The Cost of Workplace Violence
- Crime and Violence in Home Health Care
- AVADE® WPV Safety Principles
- AVADE® System Exercise
- Evidence-Based Training
- AVADE® Workplace Violence Prevention Modules and Objectives
- Two Training Levels
- WPV Prevention Level I Modules and Objectives
- WPV Prevention Level II 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

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LEVEL I COURSE OUTLINE
WPV EDUCATION, PREVENTION, AND MITIGATION TECHNIQUES

Module 1: Awareness

- Awareness Defined Increase Your Awareness of Risks to Workplace Violence
- Home Health Care Personal Safety Measures
- Self-Awareness
- Emotional Awareness
- Situational Awareness
- Environmental Awareness
- 360° View of Awareness
- Unconscious Awareness
- Higher Awareness
- Driving Recommendations
- Parking Perspectives
- Improve and Increase Your Awareness
- Instructor Notes: Guided Imagery Exercise

Module 2: Vigilance

- Vigilance Defined
- Have You Ever . . . ?
- The Five Senses
- Is There a Sixth Sense?
- Using Your Intuition
- Messages of Intuition
- Developing Intuition
- Home Concerns
- Entering the Home
- Instructor Notes: Intuition Exercise

Module 3: Avoidance

- Who Commits Violence?
- Characteristics of Individuals Who Commit Violence
- **OSHA Type I: Stranger Violence**
- What Is a Predator?
- Predator-Prey and Adaptation
- Predator 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**

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- 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 Victim 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
- De-Escalating Intoxicated Individuals
- Signs and Symptoms of Intoxication
- Intoxication 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
- Instructor Notes: The Bladed Stance Exercise

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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 Documentation

Module 6: Stress Management

- Types of Stress
- Stress Management: Fear
- Strategies for Managing the Stress Continuum
- Strategies for Managing Your Stress Before and After an Incident of Workplace Violence
- Post-Incident Stress Debriefing
- Conducting an Incident Debrief
- Instructor Notes: Testing Our Thoughts Exercise

Module 7: Time and Distance

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

Module 8: Escape Planning

- Developing Escape Plans
- What's Your Plan?
- 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

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- Safety Measure #7: Staff Identification
- Safety Measure #8: Parking Lot Safety
- Safety Measure #9: Obstacles Around You
- Safety Measure #10: Telephone Safety
- Instructor Notes: Emergency Call Exercise

Module 10: Emergency Codes and Procedures

- Active Shooter Code/Response
- Rules for Surviving an Active Shooter
- Active Shooters: What We Know
- Active Shooter Characteristics
- Stop the Bleed
- Law Enforcement Role in an Active Shooter Situation
- Personal Codes for Alerting Others

LEVEL II COURSE OUTLINE
SELF-DEFENSE TACTICS AND TECHNIQUES

Introduction

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

Module 1: Self-Defense Fundamentals

- Self-Defense Fundamentals Overview
- *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

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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: Personal Defense Techniques

- Personal Defense Techniques Overview
- *Exercise: Palm Heel Defense*
- *Exercise: Fist Defense (Closed Hand)*
- *Exercise: Hammer Fist Defense*
- *Exercise: Forearm Defense*
- *Exercise: Elbow Defense*
- *Exercise: Knee Defense*
- *Exercise: Kick Defense*
- Vulnerable Areas of the Body

Module 4: 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: Rear Airway Choke Defense*
- *Exercise: Rear Carotid Choke Defense*
- *Exercise: Rear Bear Hold Defense*
- *Exercise: Ground Defenses*
- *Exercise: Gun Threat Response Defense*
- *Exercise: Knife Threat Response Defense*

Module 5: Reporting Self-Defense

- Post-Incident Response
- Post-Incident Documentation
- Elements of Reporting Force
- Civilian Levels of Defense

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AVADE® Home Health Care Instructor Training Requirements

- Once certified, the instructor shall provide training in the **AVADE® Home Health Care Training Program** to individuals in ***your agency only***.
- Each person trained by the certified **AVADE® Home Health Care** Instructor must receive an **AVADE® Home Health Care** Student Guide for initial certification and every two years thereafter for recertification. The **AVADE® Home Health Care** 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**

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