

Employee Bill of Rights

Right to a Safe Working Environment, Free from Violence from Patients and Visitors

Every employee has the fundamental right to a workplace free from physical and psychological harm. This includes, but is not limited to, the right to be protected from violence, threats, intimidation, and harassment from patients, their families, visitors, or any other individuals present on the premises.

The organization is committed to providing a secure environment for all its employees and will take all reasonable and necessary measures to prevent and address incidents of violence. This commitment includes:

- **Zero Tolerance Policy:** A strict zero-tolerance policy for any acts of violence, aggression, or threats directed towards employees.
- **Proactive Prevention:** Implementing and regularly reviewing security protocols, staff training programs, and environmental design to minimize the risk of violent incidents.
- **Prompt Reporting and Response:** Establishing clear and accessible channels for employees to report incidents of violence without fear of retaliation, and ensuring a prompt and effective response to all reported incidents.
- **Support for Victims:** Providing appropriate support, resources, and follow-up for employees who have experienced or witnessed violence in the workplace, including access to counseling and legal assistance where necessary.
- **Consequences for Perpetrators:** Taking appropriate disciplinary and/or legal action against individuals who engage in violent behavior towards employees.
- **Employee Involvement:** Encouraging employee participation in identifying potential safety concerns and contributing to the development of violence prevention strategies.

Employees are encouraged to familiarize themselves with all safety policies and procedures and to report any concerns or incidents immediately to their supervisor or designated safety personnel. The organization values the safety and well-being of its employees above all else and is dedicated to upholding this right.