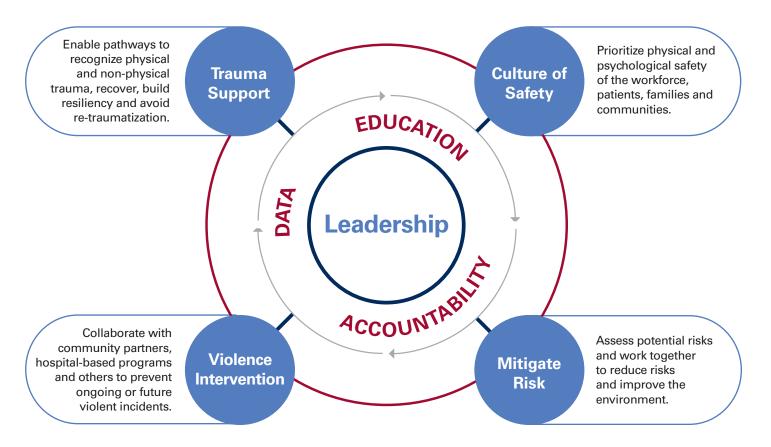# Building a Safe Workplace and Community

A Framework for Hospital and Health System Leadership

AHA's Hospitals Against Violence framework helps guide hospital and health system leadership address the issues of violence in their workplaces, with an emphasis on educating and protecting the workforce. In this effort, we must acknowledge that community violence encroaches into the health care setting, and our workforce is part of the community.

Leadership should push for greater data collection, collective accountability, and ongoing education and training. With this approach, we can achieve the four pillars necessary for implementing a comprehensive violence mitigation strategy: trauma support, violence intervention, culture of safety and mitigating risk.

Enable pathways to recognize physical and non-physical trauma, recover, build resiliency and avoid re-traumatization.

Prioritize physical and psychological safety of the workforce, patients, families and communities.

Trauma Support

Culture of Safety

EDUCATION

DATA

Leadership

ACCOUNTABILITY

Violence Intervention

Mitigate Risk

Collaborate with community partners, hospital-based programs and others to prevent ongoing or future violent incidents.

Assess potential risks and work together to reduce risks and improve the environment.

To learn more about the AHA's **Hospitals Against Violence** initiative, visit **www.aha.org/HAV**.

Hospitals Against Violence | **#HAVhope**

Foster safety for your **workforce**, in your **workplace** and in your **community**.