

# Prepublication Requirements

• Issued June 20, 2024 •



## New and Revised Workplace Violence Prevention Requirements

The Joint Commission has approved the following revisions for prepublication. While revised requirements are published in the semiannual updates to the print manuals (as well as in the online *E-dition*®), accredited organizations and paid subscribers can also view them in the monthly periodical *The Joint Commission Perspectives*®. To begin your subscription, call 800-746-6578 or visit <http://www.jcrinc.com>.

**Please note:** Where applicable, this report shows current standards and EPs first, with deleted language struck-through. Then, the revised requirement follows in bold text, with new language underlined.

### APPLICABLE TO THE HOME CARE ACCREDITATION PROGRAM

Effective January 1, 2025

## Environment of Care (EC) Chapter

### EC.04.01.01

The organization collects information to monitor conditions in the environment.

#### Element(s) of Performance for EC.04.01.01

- EP 1 The organization ~~establishes~~ and implements a process(es) for internally reporting, investigating, and documenting the following:
- Injuries to patients, staff, or others within the organization's facilities
  - Security incidents involving patients, staff (including staff in the field), or other
  - Hazardous materials and waste spills and exposure
  - Fire safety management problems, deficiencies, and failure
- Note 1: This bullet on fire safety management is applicable only for inpatient hospice, ambulatory infusion, and facility-based rehabilitation technology.
- Equipment management problems, failures, and use errors
  - Utility systems management problems, failures, or use errors
- Note 2: This bullet on utility systems management is applicable only for inpatient hospice, ambulatory infusion, and facility-based rehabilitation technology.

Revised EP 1 The organization develops and implements a process(es) for monitoring, internally reporting, investigating, and documenting the following:

- Injuries to patients, staff, or others within the organization's facilities
- Safety and security incidents, including those related to workplace violence, involving patients, staff (including staff in the field), or others
- Hazardous materials and waste spills and exposures
- Fire safety management problems, deficiencies, and failures

Note 1: This bullet on fire safety management is applicable only for inpatient hospice, ambulatory infusion, and facility-based rehabilitation technology.

- Equipment management problems, failures, and use errors.
- Utility systems management problems, failures, or use errors.

Note 2: This bullet on utility systems management is applicable only for inpatient hospice, ambulatory infusion, and facility-based rehabilitation technology.

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## Human Resources (HR) Chapter

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### **HR.01.05.03**

Staff participate in ongoing education and training.

#### **Element(s) of Performance for HR.01.05.03**

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New EP 29 As part of its workplace violence prevention program, the organization provides training, education, and resources (at time of hire, annually, and whenever changes occur regarding the workplace violence prevention program) to leadership, staff, and licensed practitioners. The organization determines what aspects of training are appropriate for individuals based on their roles and responsibilities. The training, education, and resources address prevention, recognition, response, and reporting of workplace violence as follows:

- What constitutes workplace violence
- Education on the roles and responsibilities of leadership, staff, external law enforcement and, when utilized, security personnel
- Training in de-escalation, nonphysical intervention skills, physical intervention techniques, and response to emergency incidents
- The reporting process for workplace violence incidents

Ⓓ Documentation is required

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Leadership (LD) Chapter

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**LD.03.01.01**

Leaders create and maintain a culture of safety and quality throughout the organization.

**Element(s) of Performance for LD.03.01.01**

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- New EP 9** The organization has a workplace violence prevention program led by a designated individual and developed by a multidisciplinary team that includes the following:
- An annual analysis of possible safety and security risks related to workplace violence
  - Policies and procedures to prevent and respond to workplace violence
  - A process to report incidents and to analyze incidents and trends, which are then reported to governance
  - A process for follow-up and support for victims and witnesses affected by workplace violence, including trauma and psychological counseling, if necessary

- Ⓓ Documentation is required
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