

RCW 49.19.030 Violence prevention training. (1) By July 1, 2020, and on a regular basis thereafter, as set forth in the plan developed under RCW 49.19.020, each health care setting shall provide violence prevention training to all applicable employees, volunteers, and contracted security personnel, as determined by the plan.

(2) The training shall occur within ninety days of the employee's initial hiring date unless he or she is a temporary employee.

(3) The method and frequency of training may vary according to the information and strategies identified in the plan developed under RCW 49.19.020. Trainings may include, but are not limited to, classes that provide an opportunity for interactive questions and answers, hands-on training, video training, brochures, verbal training, or other verbal or written training that is determined to be appropriate under the plan. Trainings must address the following topics, as appropriate to the particular setting and to the duties and responsibilities of the particular employee being trained, based upon the hazards identified in the plan required under RCW 49.19.020:

- (a) The health care setting's workplace violence prevention plan;
- (b) General safety procedures;
- (c) Violence predicting behaviors and factors;
- (d) The violence escalation cycle;
- (e) De-escalation techniques to minimize violent behavior;
- (f) Strategies to prevent physical harm with hands-on practice or role play;
- (g) Response team processes;
- (h) Proper application and use of restraints, both physical and chemical restraints;
- (i) Documentation and reporting incidents;
- (j) The debrief process for affected employees following violent acts; and
- (k) Resources available to employees for coping with the effects of violence. [2019 c 430 § 3; 1999 c 377 § 4.]

Effective date—2019 c 430: See note following RCW 49.19.010.