

## **SB 823 STAFF MEASURE SUMMARY**

### **Senate Committee On Health Care**

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**Sub-Referral To:** Senate Committee On Workforce

**Meeting Dates:** 3/20

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#### **WHAT THE MEASURE DOES:**

Makes it an unlawful employment practice for a health care employer to retaliate or discriminate against an employee who makes a good faith report of assault that occurred on the premises of the health care employer or in the home of a patient receiving home health care services. Requires hospitals to hire security personnel to provide security services, at all times, in emergency departments. Requires health care employers to generate and make available to the public an annual report summarizing records of assaults committed against employees. Requires annual report to be submitted to the Director of the Department of Consumer and Business Services no later than December 31 of each year. Requires health care employers to include assault descriptions and other information relating to a patient's high risk for assaultive behavior in the patient's medical record.

*REVENUE: May have revenue impact, but no statement yet issued.*

*FISCAL: May have fiscal impact, but no statement yet issued.*

#### **ISSUES DISCUSSED:**

#### **EFFECT OF AMENDMENT:**

No amendment.

#### **BACKGROUND:**

The Centers for Disease Control and Prevention (CDC) National Institute for Occupational Safety and Health (NIOSH) defines workplace violence as "violent acts (including physical assaults and threats of assaults) directed toward persons at work or on duty." The U.S. Department of Labor defines workplace violence as an action (verbal, written, or physical aggression) which is intended to control or cause, or is capable of causing, death or serious bodily injury to oneself or others, or damage to property. Workplace violence includes abusive behavior toward authority, intimidating or harassing behavior, and threats. According to the Occupational Safety and Health Administration (OSHA), approximately 75 percent of nearly 25,000 workplace assaults reported annually occurred in health care and social service settings and workers in health care settings are four times more likely to be victimized than workers in private industry.

Senate Bill 823 makes it an unlawful employment practice for a health care employer to retaliate or discriminate against an employee who makes a good faith report of assault and requires reporting by health care employers of assault summaries.