

Environmental Scan

Workplace Violence Legislation

Workplace violence includes physical, verbal, and psychological abuse. As many as one in five health care workers encounter physical abuse, and verbal abuse is even more common.¹ In 2021–2022, health care workers experienced 14 nonfatal injuries per 10,000 full-time equivalents, which is more than *triple* the rate for all industries combined.² Due to rising concerns, federal and state governments have introduced or enacted legislation that seek to address the issue. Examples of policies pursued include expanded definitions/consequences for assault, reporting requirements of incidents, requiring hospitals to have workplace violence mitigation plans and staff trainings, establishing working groups to study upstream contributors to violence, and integration of law enforcement in health care facilities. Some states have limited the scope of their policies, such as limiting the penalties only to incidents happening in emergency departments.

Key Federal Legislation			
Bill Number	Name	Summary	Last Action
H.R. 2584/S.2768	Safety from Violence for Healthcare Employees (SAVE) Act	Would give health care workers federal protections from workplace violence similar to the current protections for airport and aircraft employees. <i>This bill is an advocacy priority bill for the Adventist Health Policy Association (AHPA).</i>	Not enacted
H.R. 1195/S.4182	Workplace Violence Prevention in	Directs Occupational Safety and Health Administration (OSHA) to issue a standard requiring health care and social service employers to write and	Not enacted

¹ National Library of Medicine. [Workplace Violence in Healthcare](#), 2023.

² Centers for Disease Control and Prevention. [Prioritizing our Healthcare Workers: The Importance of Addressing the Intersection of Workplace Violence and Mental Health and Wellbeing](#), 2024.

	Healthcare and Social Services Act	implement a workplace violence prevention plan to prevent and protect their employees from violent incidents. More information.	
Key State Legislation			
Bill Number	State	Summary	
HB 2023	Kansas	Increases the criminal penalty for battery of a health care provider and adds a crime for interfering with healthcare services.	Enacted, 2023
HB 825	Florida	Increases assault on any hospital worker to a first-degree misdemeanor , previously a second-degree misdemeanor. It covers instances of workplace violence anywhere in a hospital, where previous law only covered assault or battery in ER settings.	Enacted, 2023
SB 240	Texas	The Workplace Violence Prevention Act requires facilities to establish a workplace violence prevention committee tasked with developing a workplace violence prevention plan . The committee must include at least one registered nurse who provides direct care to patients of the facility and one facility employee who provides security services. The legislation became effective September 2024.	Enacted, 2023 (Effective 2024)
HB194	Kentucky	Expands the definition of “assault in the third degree” to include causing or attempting to cause physical injury to a health care worker (anyone employed by or under contract with system/clinic/office) on hospital property. <ul style="list-style-type: none"> • Class D Felony = Assault in 3rd Degree • Class C Felony = Assault in 3rd Degree During a Disaster <u>New Definitions, Misdemeanors</u> <ul style="list-style-type: none"> • Class B Misdemeanor = Assault involving bodily fluids against “peace officers” • Class A Misdemeanor = Assault involving fluids where the assailant knows they have a serious communicable disease which contact is likely to transmit. 	Enacted, 2024

Act 209	Wisconsin	Expands an existing Class H felony penalty enhancer for battery against certain health care providers. It expanded to include a new, broad range of health care workers protected by the statute , including both licensed health care professionals and all staff who work in specified health care facilities. Includes family members of health care workers in the protections of the statute and specifies that threats of harm against health care workers and their families are a Class H felony.	Enacted, 2022
S.B. 425	North Carolina	Updates the Hospital Violence Protection Act to require law enforcement officers in EDs , effective January 1, 2025.	Enacted, 2023 (Effective 2025)
H125	North Carolina	Increases the penalty for violating a protective order issued at the hospital's request. Increases the penalties for assault with or without a firearm against medical personnel.	Enacted, 2023
HB 4100	Illinois	Established numerous new requirements for victims of workplace violence and health providers. These include: <ul style="list-style-type: none"> • Requiring providers to post a notice stating that verbal aggression will not be tolerated and that physical assault will be reported to law enforcement. • Requiring health providers to establish workplace violence programs. • Mandates safety and health training on workplace violence. • Requires health care workers that contact law enforcement due to a workplace violence event to provide notice to the management of their employing health care provider within three days of contacting law enforcement or filing the report. 	Enacted, 2018 (Effective 2019)
S.B. 553	California	Requires virtually all Californian employers to establish “Workplace Violence Prevention Plans,” and provide their workers with “interactive” workplace violence training and start logging violent incidents that occur at the workplace beginning on July 1, 2024.	Enacted, 2023
SB 2569	Hawaii	Allows health care facilities to report incidents of workplace violence to law enforcement on behalf of a health care worker provided that the health care worker consents to reporting the event.	Failed, 2024

H.B. 452	Ohio	<p>Requires hospitals to establish workplace prevention security plans and implement a workplace violence incident reporting system to document, track, and analyze incidents.</p> <p>Requires the Attorney General to adopt rules for security personnel training and mandates a survey by the Department of Higher Education and the Department of Health to assess the inclusion of violence prevention in health care education.</p>	In Progress (session ends Dec. 2024)
HB 24-1066	Colorado	<p>Mandates the establishment of workplace violence prevention committees responsible for developing, implementing, and regularly updating a workplace violence prevention plan.</p> <p>Requires facilities to submit biannual reports on workplace violence incidents to the relevant state departments and make them public.</p>	Failed, 2024
HR36	Louisiana	<p>Continues the Healthcare Workplace Violence Taskforce originally launched in 2021. The taskforce is comprised of health experts, public health policy scholars, and public safety professionals.</p>	In process, 2024
SB1	Connecticut	<p>Requires that home health providers/agencies collect data and inform employees of prospective clients and service areas, including histories of violence and domestic abuse, as well as crime rates and safety hazards in service areas.</p> <p>Mandates annual reporting of abuse incidents by home health clients against staff, effective January 1, 2025.</p> <p>Establishes working groups to study staff safety in home health and hospice care, as well as loneliness and social isolation.</p> <p>Requires that hospitals adopt workplace violence prevention standards and participate in statewide health information exchanges.</p>	Passed, 2024

SF1384	Minnesota	<p>Requires hospital develop and implement preparedness plans in response to acts of violence.</p> <p>Plans must be submitted to local law enforcement and direct care staff, with annual reports to begin Jan. 1, 2025. Legislative report must also be provided annually, beginning Jan. 15, 2026. Noncompliance Penalties - up to \$10,000.</p>	Passed, 2024
HB 590	Montana	<p>Requires that health care employees report violence incidents within 24 hours. These written reports, with employee consent, must be forwarded to law enforcement, retained for five years, and submitted to the Department of Justice on a quarterly basis.</p>	Passed, 2023
SB459	New Hampshire	<p>Requires that health care facilities implement and maintain workplace violence prevention programs. Establishes a new commission on Health Care Workplace Safety.</p> <p>Allows for Joint Commission accredited facilities to be compliant under JC's existing workplace violence reporting requirements.</p>	Passed, 2022
HB 324	Delaware	<p>Expands definition of assault in the 2nd degree (a Class D felony) to include "intentional assault of ambulance operators, rescue-squad members, and nurses injured while performing work-related duties," instead of just doctors.</p>	Passed, 2023