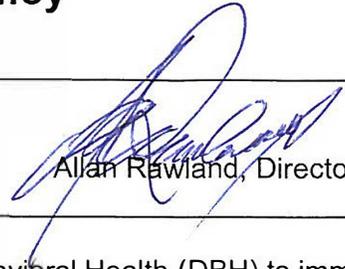


**County of San Bernardino
Department of Behavioral Health**

Threats and Assault on DBH Staff Policy

Effective
Revised

7/94
06/17/10



Allan Rawland, Director

Policy

It is the policy of the Department of Behavioral Health (DBH) to immediately and appropriately respond to threats of assault (direct or indirect, implied or actual) and violent behavior.

Purpose

The purpose of this policy is threefold:

- To ensure County Policy No. 13-07: [Violence and Threats in the Workplace - Zero Tolerance](#) standards are enforced, thereby ensuring DBH staff health and safety are protected and preserved
 - To minimize and prevent the occurrence of assault or any other harm, thereby protecting the physical and mental well being of DBH clients and staff
 - To follow the guidelines of the U.S. Department of Labor's Occupational Safety and Health Administration (OSHA), thereby adhering to the requirements of the Occupational Safety and Health Act of 1970 and related State laws
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Definitions

Threat: A declaration of intent or determination to inflict pain and/or injury upon another. A threat can be made in person, in writing or over the telephone; and it can be directed against a single individual or a group of individuals.

Assault: An unlawful threat or attempt to do bodily injury to another; a sudden, violent attack upon another.

Violence: A direct physical assault.

Zero Tolerance

Threats of assault and any acts of violence will be reported according to law; wherein victims have the right to file legal charges against perpetrators of violence.

Clients who violate this zero tolerance policy are at risk of mental health service termination.

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County of San Bernardino

Department of Behavioral Health

Threats and Assault on DBH Staff Policy, Continued

Zero Tolerance
(continued) Employees who violate this zero tolerance policy are at risk of disciplinary action, up to and including termination of employment, as specified in referenced County policy.

Guidelines The following guidelines apply to threat and assault on DBH staff situations and are specified in the [Threats and Assault on DBH Staff Procedure](#).

- Immediate response will be made to emergent situations
- Local law enforcement will be contacted as appropriate and to create a case record
- Appropriate security measures will be taken to protect other staff, clients and members of the public
- Immediate assessment of threats or acts of violence will be made
- Immediate professional evaluation will be made for the individual making the threats and/or assault or committing acts of violence
- All threats will be taken seriously and immediately reported
- Every staff victim(s) of a threat or physical assault resulting in psychological or physical injury will receive appropriate medical care
- Appropriate written reports will be completed and issued for clients and/or employees making threats or committing assault and acts of violence
- Post-Incident investigation will be completed and solutions sought to prevent further incidents when possible

References Occupational Safety and Health Act of 1970
Occupational Safety and Health Administration, 2004, *Guidelines for Preventing Workplace Violence for Health Care & Social Services Workers*.
California Hospital Association, 2009, *Consent Manual: A Reference for Consent and Related Health Care Law*. Sacramento, California: California Hospital Association.
California Labor Code, Section 6332
County of San Bernardino, Risk Management Safety Section, 2003, *Workplace Violence Supervisor Training Guide*. County of San Bernardino.

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**County of San Bernardino
Department of Behavioral Health**

Threats and Assault on DBH Staff Policy, Continued

**Related Policy
or Procedure**

County of San Bernardino Policy No. 13-07: [Violence and Threats in the Workplace - Zero Tolerance](#)
DBH Standard Practice Manual CLP0819: [Tarasoff Policy](#)
DBH Standard Practice Manual CLP0819-1: [Tarasoff Procedure](#)
DBH Standard Practice Manual COM0939: [Root Cause Analysis Policy](#)
DBH Standard Practice Manual SFT7009: [Assaultive Behavior Plan Policy](#)
DBH Standard Practice Manual SFT7010: [Possession of a Weapon Policy](#)
DBH Standard Practice Manual SFT7010-1: [Possession of a Weapon Procedure](#)
DBH Standard Practice Manual SFT7015-1: [Threats and Assault on DBH Staff Procedure](#)
DBH Standard Practice Manual SFT7016: [Special Incident Reporting Procedure-Client Related](#)
DBH Standard Practice Manual SFT7020: [Occupational Injury or Illness Reporting Procedure](#)
