



# WORKPLACE VIOLENCE PREVENTION

## COURSE OBJECTIVES



Education, Prevention, and Mitigation for Violence in the Workplace

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# AVADE<sup>®</sup> Workplace Violence Prevention Modules and Objectives

**AVADE<sup>®</sup> principles and learning objectives are integrated throughout the administrative, behavioral, and environmental components of an effective workplace violence prevention plan.**

Workplace violence is, unfortunately, on the rise. By learning and studying the AVADE<sup>®</sup> strategies, integrating them, teaching them, and modeling them to your co-workers, you can lessen your chances of being a victim of workplace violence. Integrate the AVADE<sup>®</sup> safety principles into your workplace/life-place for defusing tense situations. Learn to identify the signs and symptoms of potential violence. Above all, learn to trust your instincts and listen to your intuition.

**Remember: Your best tools for keeping yourself safe are your own mind and personal safety habits.**

## Level I: Education, Prevention, and Mitigation of Workplace Violence

### AWARENESS

The learner will understand what awareness is and how to increase theirs. They will also be able to articulate what puts them at risk of violence in the workplace, and lastly, they will understand how to plan for violence in the workplace.

### VIGILANCE

The learner will recognize that vigilance is putting action into their awareness by acting on what they see, hear, and feel. They will also understand that vigilance is being alert, cautious, paying attention, trusting their gut feelings, and using their senses.

### AVOIDANCE

The learner will understand the overall goal of AVADE<sup>®</sup> WPV training, which is to avoid conflict through communication and de-escalation skills. They will recognize this through a trauma-informed perspective and be able to identify the characteristics of individuals who commit workplace violence.

## **INTERPERSONAL COMMUNICATION**

The learner will comprehend the science of communication and how to increase their interpersonal communication. They will also understand the theory of the Assault Cycle as well as de-escalation techniques for individuals who are stressed, angered, intoxicated, and how to avoid combative physical aggression.

## **DEFENSE OF SELF AND OTHERS**

The learner will acknowledge the definition and attitude of self-defense as well as other legal terms regarding the defense of self and others. They will also understand that they have the right to defend themselves and others lawfully.

## **STRESS MANAGEMENT**

The learner will be able to describe the two types of stress as well as understand stress management regarding fear and the fight-flight-freeze continuum. They will also understand how to break the stress continuum using awareness controlled breathing, and positive thinking. They will also understand the importance of post-incident stress debriefing.

## **TIME AND DISTANCE**

The learner will acknowledge that having distance can give them time to respond or react to violence. They will also understand what kind of distance they need from different types of attacks in the workplace and the dangerous weapons in their workplace.

## **ESCAPE PLANNING**

The learner will be able to describe the importance of having an escape plan for all environments. They will also understand the importance of owning the door, proper positioning, spatial empathy, proper escorts, and relationship escape planning.

## **ENVIRONMENTAL FACTORS**

The learner will be able to articulate that their environment is always a factor in regard to their safety and the safety of others. They will also be able to identify safety measures to mitigate risks to themselves and others in their environment.

## **EMERGENCY CODES AND PROCEDURES**

The learner will understand the importance of emergency codes and procedures and the importance of preparing for emergent situations that may happen in the workplace.

## **Level II:**

# **Self-Defense Tactics and Techniques**

### **THE GOAL OF SELF-DEFENSE**

The learner will understand, acknowledge, and articulate that the best self-defense is not to be there when the attack occurs. They will also acknowledge that this is not always possible and self-defense is a proactive measure for their personal safety.

### **FUNDAMENTALS OF SELF-DEFENSE**

The learner will be able to understand and perform the fundamentals of self-defense. They will also be able to articulate that the fundamentals are a foundation to build upon regarding self-defense.

### **DEFENSIVE BLOCKING TECHNIQUES**

The learner will be able to understand and perform seven defensive blocking techniques. They will also be able to articulate the importance of blocking and how physically violent individuals attack the human body.

### **PERSONAL DEFENSIVE TECHNIQUES**

The learner will be able to understand and perform eight personal defensive techniques. They will also be able to articulate the justification for using any of the personal defense techniques.

### **DEFENSE FROM PHYSICAL ASSAULTS (FRONTAL)**

The learner will be able to understand and perform the self-defense techniques from frontal assaults on them or another person. They will also be able to articulate the justification for using any of the personal defense techniques.

### **DEFENSE FROM PHYSICAL ASSAULTS (REAR)**

The learner will be able to understand and perform the self-defense techniques from rear assaults on them or another person. They will also be able to articulate the justification for using any of the personal defense techniques.

### **REPORTING SELF-DEFENSE AND USE OF FORCE**

The learner will be able to comprehend the importance of post-incident response and post-incident documentation. They will also understand the components of writing an accurate and articulate incident report.

## **Level III:**

# **Defensive Control Tactics and Techniques**

### **INTRODUCTION TO DEFENSIVE CONTROL**

The learner will understand, acknowledge, and articulate the need to be able to control someone who is out of control if there is no option to avoid this behavior. They will also acknowledge that avoidance is not always possible and control tactics are a proactive measure for their personal safety and the safety of others.

### **FUNDAMENTALS OF DEFENSIVE CONTROL**

The learner will be able to understand and perform the fundamentals of self-defense. They will also be able to articulate that the fundamentals are a foundation to build upon regarding self-defense.

### **CONTACT AND COVER POSITIONING**

The learner will be able to understand and perform the team tactics for defensive control. They will also be able to articulate the importance of having a team to control someone who is out of control.

### **ESCORT STRATEGIES AND TECHNIQUES**

The learner will be able to understand and perform two escort techniques. They will also be able to incorporate team tactics for escorting an individual.

### **CONTROL AND DECENTRALIZATION TECHNIQUES**

The learner will be able to understand and perform four control techniques for a situation where an individual is physically combative. They will also be able to articulate the justification for using any of the control and decentralization techniques.

### **REPORTING SELF-DEFENSE AND USE OF FORCE**

The learner will be able to comprehend the importance of post-incident response and post-incident documentation. They will also understand the components of writing an intelligent and articulate incident report.

### **HEALTHCARE RESTRAINT TECHNIQUES**

The learner will demonstrate an understanding of restraining combative patients, including safe techniques for subjects, proper restraint application, and reducing risk factors in regard to restraint/seclusion.