



Disruptive Behavior Committee (DBC)

VHA Workplace Violence Prevention Program (WVPP)

The WVPP promotes a culture of safety and the use of evidence-based, data-driven processes for assessing, mitigating, and managing human behaviors that compromise the safety and effectiveness of VHA healthcare workplaces.

Promoting patient and employee safety involves reporting events using the Disruptive Behavior Reporting System (DBRS) and using behavioral threat multidisciplinary team review processes.

WVPP Consultation

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U.S. Healthcare Workplace Violence

Healthcare workers

face significant risks of job-related violence

 While under 20% of all workplace injuries happen to healthcare workers. . .

 Healthcare workers suffer 50% of all assaults.

<https://www.osha.gov/Publications/osh3148.pdf>

Source: Bureau of Labor Statistics

Relevant Legislative, Regulatory Requirements, and Standards

- Public Law 112-154, section 106, “Honoring America’s Veterans and Caring for Camp Lejeune Families Act of 2012”
- 38 Code of Federal Regulation § 17.107, “VA Response to Disruptive Behavior of Patients”
- Section 5(a)(1) of the Occupational Safety and Health Act (aka “General Duty Clause”)
- The Joint Commission Environment of Care and Leadership Standards

For More Information

<https://dvagov.sharepoint.com/sites/VHAWVPP/SitePages/Home.aspx>

<https://dvagov.sharepoint.com/sites/VHAPMDB/default.aspx>

What Leaders Need to Know

- The Disruptive Behavior Committee (DBC) is VHA’s multi- and interdisciplinary behavioral threat assessment and management team that addresses behaviors of patients, patients’ intimate partners and family members, and patients’ visitors that cause safety concerns.
- The data-driven, evidence-based approach to workplace violence prevention implemented in VHA by its DBC is consistent with legislative, regulatory, and industry requirements and best practices.
- Leadership support ensures the DBC is fully resourced and operates in accordance with VHA national guidance.
- A fully operational DBC is a direct manifestation of a Leadership’s commitment to a Culture of Safety for patients and employees.
- VHA may not ban an eligible Veteran from healthcare based solely upon behaviors that may cause safety concerns (38 CFR § 17.107).
- Employees may make anonymous reports to the DBC using the Disruptive Behavior Reporting System (DBRS).
- Every alleged disruption or threat should be taken seriously and individually assessed to determine whether it poses a safety threat.
- VA Police should be contacted for imminent threats of violence or if weapons are present.

Disruptive Behavior Takes Many Forms

- Physical assault
- Verbal abuse
- Sexual/racial harassment
- Direct/Indirect/Implied threats
- Possession or brandishing of weapons
- Inappropriate electronic/written/printed communications.

More About the DBC

- Operates under the authority of, and reports directly to, the facility Chief of Staff (COS).
- Responsible for managing Behavioral Patient Record Flags (PRF).
- Serves as the designee of the COS in implementing Orders of Behavioral Restriction (OBR).
- Utilizes evidence-based, structured professional judgement processes to assess violence risk and/or threat.
- Develops strategies and recommendations for reducing behavioral threats while enabling access to healthcare for patients who engage in behaviors causing a safety concern.
- Communicates the information necessary for healthcare teams to provide excellent healthcare in a manner that is safe for patients, staff, and visitors.

Workplace Violence Prevention Program (WVPP)

VA is a place for healing.

Everyone’s Safety is Everyone’s Responsibility.



U.S. Department
of Veterans Affairs