

# Prepublication Requirements

• Issued December 20, 2024 •



## New and Revised Workplace Violence Prevention Requirements for the OBS Program

The Joint Commission has approved the following revisions for prepublication. While revised requirements are published in the semiannual updates to the print manuals (as well as in the online *E-dition*®), accredited organizations and paid subscribers can also view them in the monthly periodical *The Joint Commission Perspectives*®. To begin your subscription, call 800-746-6578 or visit <http://www.jcrinc.com>.

**Please note:** Where applicable, this report shows current standards and EPs first, with deleted language struck-through. Then, the revised requirement follows in bold text, with new language underlined.

### APPLICABLE TO THE OFFICE-BASED SURGERY ACCREDITATION PROGRAM

Effective July 1, 2025

## Environment of Care (EC) Chapter

### EC.02.01.01

The practice manages safety and security risks.

#### Element(s) of Performance for EC.02.01.01

**New EP 17** The practice conducts an annual worksite analysis related to its workplace violence prevention program. The practice takes actions to mitigate or resolve the workplace violence safety and security risks based upon findings from the analysis.

**Note:** A worksite analysis includes a proactive analysis of the worksite, an investigation of the practice's workplace violence incidents, and an analysis of how the program's policies and procedures, training, education, and environmental design reflect best practices and conform to applicable laws and regulations.

(See also EC.04.01.01, EP 1)

- Ⓓ Documentation is required

### EC.04.01.01

The practice collects information to monitor conditions in the environment.

#### Element(s) of Performance for EC.04.01.01

EP 1 The practice develops and implements a process(es) for internally reporting and investigating occupational illnesses and staff injuries.

**Revised EP 1** The practice develops and implements a process(es) for internally reporting and investigating the following:

- Occupational illnesses and staff injuries

- Safety and security incidents involving patients, staff, or others within its facilities, including those related to workplace violence

(See also EC.02.01.01, EP 17)

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## Human Resources (HR) Chapter

### **HR.01.05.03**

Staff participate in ongoing education and training.

#### **Element(s) of Performance for HR.01.05.03**

**New EP 29** As part of its workplace violence prevention program, the practice provides training, education, and resources (at time of hire, annually, and whenever changes occur regarding the workplace violence prevention program) to leadership, staff, and licensed practitioners. The practice determines what aspects of training are appropriate for individuals based on their roles and responsibilities. The training, education, and resources address prevention, recognition, response, and reporting of workplace violence as follows:

- What constitutes workplace violence

- Education on the roles and responsibilities of leadership, clinical staff, security personnel, and external law enforcement

- Training in de-escalation, nonphysical intervention skills, physical intervention techniques, and response to emergency incidents

(See also LD.03.01.01, EP 9)

Ⓓ Documentation is required

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## Leadership (LD) Chapter

### **LD.03.01.01**

Leaders create and maintain a culture of safety and quality throughout the practice.

#### **Element(s) of Performance for LD.03.01.01**

- New EP 9** The practice has a workplace violence prevention program led by a designated individual and developed by a multidisciplinary team that includes the following:
- Policies and procedures to prevent and respond to workplace violence
  - A process to report incidents in order to analyze incidents and trends
  - A process for follow-up and support to victims and witnesses affected by workplace violence, including trauma and psychological counseling, if necessary
  - Reporting of workplace violence incidents to the practice's leadership
- (See also HR.01.05.03, EP 29)
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