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SECRETARY

State of Louisiana

Louisiana Department of Health

Date: October 21, 2024
To: All LDH licensed Healthcare Providers
From: Tasheka Dukes, RN
Deputy Assistant Secretary
LDH Health Standards Section
Re: Clarification of Workplace Violence Prevention Statutes and Supplement to July 24, 2024
Memorandum relative to Act 624 of the 2024 Louisiana Regular Legislative Session

This memorandum serves to clarify the requirements of the Healthcare Workplace Violence Preventions statutes (La. R.S. 40: 2199.11 et. seq.), and to supplement the memorandum issued on July 24, 2024 relative to Act 624 of the 2024 Regular legislative Session.

La. R.S. 40:2199.15 A. (1) requires that each *regulated entity* (as defined in R.S. 40:2199.12) shall develop and maintain a workplace violence prevention plan that includes, at a minimum, all of the following resources:

- (a)-(c)...
- (2)
 - (a) *Personnel education and policies requiring all healthcare workers who provide direct care to patients to receive, at least annually, education and training in a format that provides an opportunity for interactive questions and answers with a person knowledgeable about the workplace violence prevention plan. The education and training delivered pursuant to a workplace violence prevention plan shall cover topics including but not limited to all of the following:*
 - (i)-(ii)...
 - (iii) **How to report violent incidents to law enforcement.**
 - (iv)...

Furthermore, La. R.S 40:2199.16 provides:

- A. *Each regulated entity shall report to the proper authority, **as required by the entity's workplace violence prevention plan**, any instance of workplace violence that occurs on its property.*
- B. *If an instance of workplace violence at a regulated entity's facility results in injury, involves the use of a firearm or other dangerous weapon, or presents an urgent or emergency threat to the welfare, health, or safety of facility personnel, the regulated entity shall report the incident **within twenty-four hours.***

The aforementioned law does not introduce new reporting requirements but rather reinforces the need to follow the regulated entity's organizational policies. Each regulated entity's workplace violence prevention plan should outline policies and procedures to respond to a workplace violence incident and should establish clear reporting channels for staff involved in workplace violence.

DocuSigned by:

Tasheka Dukes, RN
Deputy Assistant Secretary, Health Standards
Louisiana Department of Health