MILLE LACS BAND OF OJIBWE HEALTH AND HUMAN SERVICES POLICY & PROCEDURE

Department: Substance Use Disorders - Administrati	on Policy Number: HHS-SUD-ADM 8114
Policy Title: Violence and Threats	
Attachments:	
Revision History:	Revised by/Date: Mark Watters/Holly Hunter 2/28/2020
Approved by: mark Watters	Date: 4/8/2020
Mark Watters, Substance Use Disorders Director	
Approved by:	Date:
Nicole Anderson, Commissioner of HHS	4-14-200

POLICY STATEMENT: The Mille Lacs Band of Ojibwe Substance Disorders Department has an obligation to provide effective treatment in an environment that is safe for clients. Staff will respond immediately to any client who exhibits violent or threatening behavior toward the safety or health of the client, staff, others, or property.

PURPOSE: To provide guidance to all Substance Disorders Department staff during violent or threatening situations, what precautions need to be taken, and when law enforcement intervention is required to protect the people or property of the facility from a client's behavior. The Treatment Director, is responsible for implementing this procedure and to ensure that all staff are aware of and receive training regarding this procedure.

PROCEDURE:

- 1. All staff is responsible for continual efforts toward risk reduction of aggressive behavior. Aggressive behavior compromises the therapeutic environment of the facility.
- 2. Aggressive criminal behavior is incompatible with a therapeutic environment. Interventions for aggressive behavior should employ the least restrictive environment to effectively maintain safety.
- 3. Aggressive behavior will be resolved in the safest and most effective manner possible.
- 4. Emergency procedures are implemented by the Treatment Director, LADC Supervisor, or their designee.
- 5. When a client exhibits behavior that presents imminent and substantial danger to self, others or to property and attempts by staff to intervene using verbal negotiating skills have not had the desired effect, the situation is assessed by the designated person in charge with input from the treatment team, if available. Recommendations may include but are not limited to:
 - a. Placed on observation on the unit.
 - b. Assessed by a Mental Health Professional, as time and availability permit.
 - c. Transferred to a facility capable of admitting the individual, or intervened upon by law enforcement.
- 6. When the treatment team determines that law enforcement intervention is needed, call 911.
 - a. Staff will remain on the premises until the threat no longer exists.

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- b. In the event that a client's behavior needs to be managed prior to or during transfer to different environment, staff will use approved verbal negotiating skills and personal safety techniques.
- c. Emergency procedures do not include seclusion or restraint, are not part of the treatment plan, used to enforce program rules, or for the convenience of staff.
- d. Emergency procedures are only used in response to specific current behaviors that threaten the safety of the client, others, or property.
- 7. In the case of a medical emergency, emergency numbers are posted and available to staff. Medical and psychiatric emergencies may be managed through the community emergency medical system. Call 911.
- 8. If appropriate, an Incident Report is completed and appropriate notifications are made.

Internal and/or External References	MN Rule Supervised Living Facilities 4665.3400
Compliance - Posting Date	4/14/2020 (AFT)
Replaces - Policy Number	
Next Review - Due Date	4/14/ 2023