

Redraft of H.74

Sec. 1. 33 V.S.A. chapter 82 is added to read:

CHAPTER 82. SAFETY PROVISIONS FOR WORKERS

§ 8201. SAFETY POLICIES FOR SOCIAL AND MENTAL HEALTH WORKERS

(a) The Agency of Human Services shall ensure that programs providing direct services to clients and that are administered, licensed, designated, or certified by a department of the Agency have a workplace violence prevention and crisis response policy that meets or exceeds the requirements of this chapter in place for the benefit of employees working directly with clients. This section shall not apply to hospitals licensed pursuant to 18 V.S.A. chapter 43.

(b) A workplace violence prevention and crisis response policy shall, at a minimum, include:

(1) the establishment of a system for centrally recording all incidents of workplace violence or threats of workplace violence against employees providing direct services to clients;

(2) preparation of a written violence prevention and crisis response policy that includes measures the program intends to take to respond to an incident of workplace violence or threat of workplace violence against employees providing direct services to clients;

(3) implementation of a training program to educate employees providing direct services to clients about workplace violence and ways to reduce the risks; and

(4) the development and maintenance of a violence prevention and response committee **that includes employees working directly with clients** to monitor ongoing compliance with the violence prevention and crisis response policy, **to annually evaluate and update the policy** and to assist employees providing direct services to clients who may be victimized by or threatened with workplace violence.

(c) A program's workplace violence prevention and crisis response policy shall be updated annually and provided to employees who work directly with clients.

Sec. 2. 18 V.S.A. § 7114 is added to read:

§ 7114. SAFETY POLICIES FOR SOCIAL AND MENTAL HEALTH WORKERS

Programs providing direct services to clients and that are administered, licensed, designated, or certified by a department of the Agency of Human Services shall establish a workplace violence prevention and crisis response policy for the benefit of employees working directly with clients pursuant to 33 V.S.A. § 8201.

Sec. 2. EFFECTIVE DATE

This act shall take effect on July 1, 2016.