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| ABUSE PROGRAM:  RESIDENT PROTECTION | | | | NO. | |
| PURPOSE:  To ensure resident safety and protection and avoid resident abuse, neglect, mistreatment.  STATEMENT OF POLICY:  Any employee who is accused of resident abuse, whether physical, verbal, or sexual, will be suspended pending further investigation. The status of his/her employment will be determined by the outcome of the internal investigation by the facility and/or the external investigation by the State Department of Health.  PROCEDURE:   1. All alleged or suspected abuse, neglect, or mistreatment, whether physical, verbal, or sexual, involuntary, voluntary, or mental will be cause for a thorough investigation conducted immediately by the management of the facility. 2. Staff must feel free to report abuse without fear of retaliation from the facility or staff. 3. An incident of abuse or suspected incident of abuse must be reported to the charge nurse who will examine the resident, document findings in the clinical record and immediately initiate the investigation protocol. 4. The Director of Nursing or designee will ensure that the investigation is completed within 72 hours, the Regional Director of Operations must be contacted to approve a time extension for completing the investigation. 5. If abuse is suspected, the employee will immediately be sent home and full disciplinary action will be enforced including suspension and/or termination of employment depending on the outcome of the investigation. 6. The accused employee will not be permitted to enter the facility unless at the direction and under the direct supervision of the Administrator or DON. 7. While the investigation is being conducted, suspected individuals not employed by the facility will be denied unsupervised access to the resident. Visits may only be made in designated areas, supervised by staff after approval by the Administrator. 8. All phase of the investigation will be kept confidential. 9. The Administrator or designee will inform the resident or the resident’s representative of the results of the investigation and corrective action, if any, taken. 10. The facility will not condone abuse of any type by anyone including staff members, other residents, volunteers, family, legal guardians, visitors or other individuals. | | | | | |
| Approved: | Effective Date: | Revision Date: | Change No.: | | Page:  1 of 1 |