

Care for the Common Good

Commitment to Safety

Confront Violence & Improve Health of Communities



Trinity Health is one of the largest not-for-profit, Catholic health care systems in the nation, serving diverse communities across 25 states. We advocate for public policies that promote the common good including sustaining our faith-based mission, improving community health, and growing our workforce while addressing the continuously shifting national health care system landscape.

Trinity Health's Mission is to be a compassionate and transforming healing presence within our communities. Our core value of safety calls us to embrace a culture that prevents harm and nurtures a safe environment for all. The goal at Trinity Health is to leverage our skill, scale and learning to be the safest health care system in America. To do so, we must confront the violence that is increasingly affecting individuals, health care workers and our communities.

Health Care Workers Are at an Increased Risk for Workplace Violence and Injury

Workplace violence is a serious problem that has been on the rise in recent years. The National Institute for Occupational Safety and Health defines workplace violence as, "violent acts, including physical assaults and threats of assault, directed toward persons at work or on duty."

Workplace violence can take the form of physical assaults that can result in serious physical harm or verbal violence such as threats, verbal abuse, hostility and harassment which can cause significant psychological trauma and stress, even if no physical injury takes place.

Health Care Workplace Violence Statistics¹

- The health care and social service industries experience the highest rates of injuries caused by workplace violence.
- Health care workers accounted for 73% of all nonfatal workplace injuries and illnesses due to violence from 2021-2022.
- The cost of violence to hospitals in 2023 was \$18 billion.

Addressing Workplace Violence is a Priority

Trinity Health has employed a variety of strategies and tactics to combat escalating violence toward colleagues anchored by an enterprise-level workplace violence prevention data dashboard that allows for greater incident evaluation and tracking to focus on future prevention. Trinity Health also launched standardized de-escalation training for security professionals. While this training has existed in various forms in the past, these behavior-based trainings—focused on leveraging nonviolent crisis intervention and verbal intervention techniques—are deployed to ensure front-line security staff are trained using industry-recognized practices designed for the health care environment.

Built into Trinity Health's electronic medical record is a risk scoring tool that allows for early identification, continuous awareness and communication about "high risk of violence" patients. The Broset Violence checklist is actively being utilized, allowing security teams to perform more focused rounding on areas of the hospital that have an elevated risk of violence as identified by the Broset scores. Since implementation of the Broset tool, Trinity Health has seen a 15% reduction in Occupational Safety and Health Administration (OSHA) incident rates.

Hospitals across Trinity Health have partnered with local police departments to place officers in highly volatile areas of the hospital such as emergency departments; created emergency response teams that include clinical and leadership support; enacted a patient and visitor code of conduct, and zero tolerance policy for aggressive and abusive behavior; aggressively pursued prosecution of violators of the zero tolerance for violence policies; and engaged in other strategies and tactics to stem violent incidences.

Increasing Community Violence Requires Action

Community violence is defined as violence "between unrelated individuals, who may or may not know each other, generally outside the home." Research indicates that youth and young adults (ages 10-34), particularly those in communities of color, are disproportionately impacted. Community violence impacts millions of people and can cause mental health conditions,

¹U.S. Bureau of Labor Statistics "Injuries, Illnesses and Fatalities, Workplace Violence 2021-2022."; Harborview Injury Prevention & Research Center. (2025.) "The Burden of Violence to U.S. Hospitals." University of Washington.

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like depression, anxiety and post-traumatic stress disorder. Exposure to community violence is also associated with increased risk for chronic disease.² It is a public health and safety crisis that impacts individuals, families, clinicians, health care workers, hospitals and communities across the nation.

Every day, health systems are responding to the trauma caused by violence, including gun violence. In 2022, gun-related injuries led to more than 48,000 fatalities. In fact, gun-related injuries have surpassed motor vehicle crashes as the leading cause of death for children and adolescents (ages 1-19). More than half of gun-related deaths were suicides and more than 4 out of every 10 were homicides.³ Trinity Health recognizes that gun violence is a national public health and safety crisis and asserts that a public health model and approach is needed to effectively address this crisis. This model should include data collection and surveillance, research into effective interventions and cross-sector collaboration.

What Can Policymakers Do?

- Establish enhanced penalties for assault against health care workers.
- Support policies and programs that encourage partnerships between health systems and law enforcement.
- Provide funding for health care violence prevention and infrastructure programs.
- Provide funding for research and demonstration programs related to health care worker wellbeing.
- Increase access to behavioral health services.
- Provide funding for gun violence research.
- Support the development and distribution of gun safety educational materials, specific to clinical settings.
- Increase access to supports for individuals who have experienced trauma, including gun violence.
- Establish Medicaid reimbursement for violence prevention professional services.
- Require universal background checks prior to all gun purchases.
- Support policies that temporarily restrict access to guns for individuals identified by law enforcement as posing a threat, also known as red flag laws.
- Limit access to assault weapons and high-capacity magazines to those who use in the capacity of their official duties.
- Support requirements for concealed carry permits and policies and honor gun-free zones in hospitals to nurture peace and healing.

Addressing Violence Across Trinity Health

Workplace Violence & Education Consultant

The Trinity Health West Region in Idaho, Eastern Oregon and California has placed violence prevention as a top organizational priority. Leadership has demonstrated its commitment by creating a unique, full-time role. The Workplace Violence & Education Consultant's focus is violence prevention. It is staffed by a licensed professional counselor who collaborates with security, clinical staff and leadership to bridge the gap between these areas. This individual facilitates de-escalation training for colleagues, provides behavioral health expertise in managing disruptive patients and visitors and manages the violence prevention program.

Community Violence and Intervention Program Summary

Trinity Health Of New England has partnered with community organizations for more than 14 years to address violence through intervention, prevention, and trauma-informed care. The initiative began with Hartford Communities That Care and Saint Francis Hospital in Connecticut, forming the region's first hospital-based violence intervention program. Gunshot victims and their families are connected to services directly in the emergency department, including medical, mental health and social support. The program now includes partners like Compass Youth Collaborative, Peacebuilders, Mother's United Against Violence, Harriott Home Health, and ROCA, collectively serving more than 2,500 victims and has significantly reduced recidivism. Patients and families receive culturally responsive therapies and one-time income support help families recover from the emotional and financial impact of violence. This collaborative approach continues to promote healing, safety and resilience across the community.

² Centers for Disease Control and Prevention, National Center for Injury Prevention and Control, Division of Violence Prevention.

³ Centers for Disease Control and Prevention, Firearm Injury and Death Prevention. (2024). "Fast Facts: Firearm Injury and Death."

Mission

We, Trinity Health, serve together in the spirit of the Gospel as a compassionate and transforming healing presence within our communities.

Core Values

Reverence • Commitment to Those Experiencing Poverty • Safety • Justice • Stewardship • Integrity