

ALIGNMENT

Changes to Colorado Standards for Hospitals and Health Facilities, Chapter 2 – General Licensure Standards (6 CCR 1011-1:2)

Alignment to Crisis Prevention Institute, Inc. (CPI)
Nonviolent Crisis Intervention® Training Program

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For more than 40 years, CPI has supported hospitals and health facilities that strive to provide the safest environment for staff, patients, and visitors. Not only will the *Nonviolent Crisis Intervention*® Training program meet the expectations outlined in Colorado’s General Licensure Standards, CPI’s train-the-trainer program and its family of advanced programs also offers a comprehensive array of curriculums that can meet all the needs an organization has for supporting a violence-free workplace with an emphasis on crisis intervention and de-escalation techniques to better assist staff with achieving this goal.

Additionally, by participating in the *Nonviolent Crisis Intervention*® program, staff will gain the skills and confidence necessary to handle crisis with minimal anxiety and maximum security. The training will help staff intervene more safely when behaviors become dangerous and most importantly it won’t damage the professional bond that healthcare staff have worked so hard to establish with their patients.

The following chart is designed to assist you in identifying some of the ways in which CPI’s *Nonviolent Crisis Intervention*® Training program can help hospitals and other medical facilities in the state of Colorado comply with the training and documentation requirements within this law. It may also assist you in identifying areas that may require a review and/or revision in your facility’s policies and procedures.

Section 2: Definitions

“Physical restraint” means the use of bodily, physical force to involuntarily limit an individual’s freedom of movement – except that “physical restraint” does not include the holding of a child by one adult for the purposes of calming or comforting the child.

“Restraint” means any method or device used to involuntarily limit freedom of movement, including but not limited to bodily physical force, mechanical devices, or chemicals. “Restraint” includes a chemical restraint, a mechanical restraint, a physical restraint, and/or seclusion.

“Seclusion” means the involuntary placement of a person alone in a room from which egress is involuntarily prevented.

Basis for Use of Restraint or Seclusion	Correlation With <i>Nonviolent Crisis Intervention</i> ® Training
<p>A facility may only use restraint or seclusion:</p> <p>(A) In cases of emergency, as defined at section 26-20-102(3), C.R.S., to be a serious, probable, imminent threat of bodily harm to self or others where there is the present ability to effect such bodily harm; and</p> <p>(1) After the failure of less restrictive alternatives; or</p> <p>(2) After a determination that such alternatives would be inappropriate or ineffective under the circumstances.</p>	<p>The <i>Nonviolent Crisis Intervention</i>® Training program focuses on prevention by recognizing the early warning signs of potential crisis situations and equipping staff with nonverbal and verbal de-escalation skills. The program teaches staff about the signs of aggression, how to handle them, and how to read a situation for indicators of violence.</p>

Basis for Use of Restraint or Seclusion	Correlation With <i>Nonviolent Crisis Intervention</i> ® Training
<p>(B) A facility or agency that uses restraint or seclusion pursuant to the provisions of (A), above, shall use such restraint or seclusion:</p> <ul style="list-style-type: none"> (1) Only for the purpose of preventing the continuation or renewal of an emergency; (2) Only for the period of time necessary to accomplish its purpose; and (3) In the case of physical restraint, using no more force than is necessary to limit the client's freedom of movement. <hr/> <p>Restraint and seclusion must never be used:</p> <ul style="list-style-type: none"> (A) As a punishment or disciplinary sanction, (B) As a means of coercion by staff, (C) As part of an involuntary treatment plan or behavior modification plan, (D) For the convenience of staff, (E) For the purpose of retaliation by staff, or (F) For the purpose of protection, unless: <ul style="list-style-type: none"> (1) The restraint or seclusion is ordered by the court, or (2) In an emergency, as provided for in 8.3.1(A), above. 	<p>CPI teaches that all interventions should be continuously monitored face-to-face for level of imminent risk and signs of distress that may occur when using restraint and/or seclusion.</p> <p>CPI teaches that all emergency interventions should end at the earliest possible moment, when the individual is no longer an imminent risk to the physical safety of self or others.</p> <hr/> <p>CPI trains that restraints should only be used when a person poses an immediate threat of harm. When a person no longer presents a potential for harm to themselves or others the restraint should be immediately discontinued.</p> <p>It is the core belief of the <i>Nonviolent Crisis Intervention</i>® Training program that every effort should be made to prevent the need for the use of physical restraint. At CPI, we teach that physical restraint should only be used as a very last resort when all nonphysical options have been exhausted. For last-resort circumstances, we teach safer, nonharmful restraint techniques that are the most adaptable in the industry.</p>
Duties Relating to Use of Restraint or Seclusion	Correlation With <i>Nonviolent Crisis Intervention</i> ® Training
<p>A facility or agency that uses restraint shall ensure that:</p> <ul style="list-style-type: none"> (B) No physical or mechanical restraint of a client shall place excess pressure on the chest or back of that client or inhibit or impede the client's ability to breathe; (C) During physical restraint of a client, an agent or employee of the facility or agency shall check to ensure that the breathing of the client in such physical restraint is not compromised; <hr/> <p>A client in physical restraint shall be released from such restraint within fifteen (15) minutes after the initiation of physical restraint, except when precluded for safety reasons.</p>	<p>CPI's interventions are designed to allow a person in crisis to breathe freely and without obstruction. CPI's interventions do not utilize skills that apply pressure to the neck or torso, which can compromise a person's ability to breathe. Additionally, CPI does not teach or endorse the use of masks, covers or any object that obstructs the vision or breathing of an individual.</p> <hr/> <p>CPI trains that restraints should only be used when a person poses an immediate threat of harm. When a person no longer presents a potential for harm to themselves or others the restraint should be immediately discontinued.</p> <p>CPI teaches that all emergency interventions should end at the earliest possible moment, when the individual is no longer an imminent risk to the physical safety of self or others.</p>

Staff Training Concerning the Use of Restraint and Seclusion	Correlation With <i>Nonviolent Crisis Intervention</i> ® Training
<p>All facilities and agencies shall ensure that all staff involved in utilizing restraint or seclusion are trained in the appropriate use of restraint and seclusion.</p> <p>(A) All facilities and agencies shall ensure that staff are trained to explain, where possible, the use of restraint or seclusion to the client who is to be restrained or secluded and to the client's designated representative, if appropriate.</p>	<p>CPI's train-the-trainer model ensures that the training and the related materials are easily customizable to meet the needs of the staff engaged in the training and provides practice, role-playing real-life scenarios, and problem-solving activities to ensure that staff remain engaged in learning. In addition, our eLearning offerings are designed to be highly interactive and engaging, and incorporate numerous learning strategies effective with adult learners. Our train-the-trainer model, coupled with either our highly customizable classroom materials or our interactive eLearning offering, makes it easy to roll out training to a large number of staff.</p>
Documentation Requirements Related to the Use of Restraint and Seclusion	Correlation With <i>Nonviolent Crisis Intervention</i> ® Training
<p>Each facility shall ensure that an appropriate notation of the use of restraint or seclusion is documented in the record of the client who was restrained or secluded. Each facility shall document the following in the client record:</p> <p>(A) Type of restraint and length of time in the restraint or seclusion;</p> <p>(B) Identification of staff involved in the initiation and application of the restraint or seclusion;</p> <p>(C) Care provided while in the restraint or seclusion, including monitoring conducted and relief periods granted; and</p> <p>(D) The effect of the restraint or seclusion on the client.</p>	<p>CPI recommends that each incident of violence also be documented as part of the Postvention process. Staff should evaluate each incident through the lens of the <i>Nonviolent Crisis Intervention</i>® Training program to look for opportunities to adjust their intervention strategies at earlier levels of the crisis. Staff can use the debriefing model to analyze each incident to assess their intervention strategies, identifying what worked well and what might be adapted to prevent future occurrences of the escalating behavior. Additionally, staff can watch for trends or patterns of Precipitating Factors that may be related to staff approaches or the environment. Once patterns are identified, staff can use their analysis to inform policy development, make environmental changes when appropriate, and improve professional development practices for staff.</p>
Review Process	Correlation With <i>Nonviolent Crisis Intervention</i> ® Training
<p>Each facility or agency that Utilizes restraint or seclusion under this Part 8 shall ensure that a review process is established for the appropriate use of the restraint or seclusion.</p>	<p>The <i>Nonviolent Crisis Intervention</i>® Training program provides a model for assessing and gathering incident data to aid staff in documentation requirements and to assist in performing follow-up evaluation processes.</p> <p>CPI recommends that each incident of violence also be documented as part of the Postvention process. Staff should evaluate each incident through the lens of the <i>Nonviolent Crisis Intervention</i>® Training program to look for opportunities to adjust their intervention strategies at earlier levels of the crisis.</p>

Facility or Agency Policies Regarding the Use of Restraint and Seclusion

**Correlation With
Nonviolent Crisis Intervention® Training**

A facility or agency that uses restraint or seclusion shall develop and implement policies and procedures consistent with the requirements of this Part 8.

(A) A facility's or agency's policies and procedures regarding the use of restraint and seclusion may be more stringent than this Part 8, but shall not be less stringent.

A facility or agency that does not use restraint or seclusion shall include a written statement in its policies and procedures to that effect.

As part of a comprehensive violence prevention initiative, CPI recommends that organizations adopt policies and procedures that reflect the philosophy and strategies taught in the *Nonviolent Crisis Intervention*® program. CPI offers a variety of resources, tools, and services that support organizations seeking to update their policies and procedures.

CPI provides support to organizations looking to review existing policies and has the expertise to provide support and consultation around the effective implementation of any workplace violence prevention plan. CPI has an online Policy Development Series that can be instrumental in developing and reviewing your organization's policies and procedures. Once policies are implemented, staff should be educated regularly on the policies and procedures. These policies and procedures should be updated as needed.