

State of North Carolina House Bill 125: Health Care Security Staff Requirements

Alignment to Crisis Prevention Institute, Inc. (CPI) Training Programs

As of October 2, 2023, every hospital that has an emergency department shall implement a security plan with protocols to ensure at least one law enforcement officer (LEO) is present at all times. Additionally, these hospitals shall provide appropriate workplace violence prevention program training, education, and resources to staff, practitioners, and non-law enforcement officer security personnel.

Three Easy Steps to Bring CPI to Your Health Care Facility


Step 1: Schedule a 15-minute call with CPI. We'll evaluate your current workplace violence prevention training programming to determine how to strengthen your alignment with North Carolina House Bill 125.

Step 2: Obtain a complimentary training program recommendation. Using our proprietary approach, CPI will design and recommend a training plan that will help you meet the requirements laid out in North Carolina House Bill 125 in an effective and fiscally responsible way. We'll ensure that your staff has the tools needed to stay safe while providing superior patient care.

Step 3: Train your staff. CPI will partner with key stakeholders throughout your health system to create implementation, communication, and training plans that integrate with your culture, resulting in a sustainable approach to workforce safety/workplace violence.

> [Schedule a consultation or call 877.877.5389](#)

See how CPI training programs make it easy for all staff to gain perspective and de-escalation skills, regardless of role or risk level.

	Prevention First™ Online Training	Verbal Intervention™ Training	Nonviolent Crisis Intervention® Training	NCI™ With Advanced Physical Skills
Establish common de-escalation training communication framework	✓	✓	✓	✓
Proactive verbal de-escalation strategies		✓	✓	✓
Safety intervention & disengagement skills			✓	✓
Advanced intervention skills for high-risk behavior				✓
 Optional for all training programs: Specialty Topic Qualification in Trauma, Autism, or Mental Health				



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Legal Requirements	CPI
<p>North Carolina House Bill 125 Part VIII Section 8 Effective: 10/2/23</p> <p>Applies to each licensed hospital that has an emergency department.</p>	
§131E-88	
<p>(b) Every hospital that has an emergency department shall implement a security plan with protocols to ensure that at least one law enforcement officer (“LEO”) is present at all times.</p>	
<p>The security plan shall include:</p>	
<p>(2) Training for LEOs that is based on a trauma-informed approach to identifying and safely addressing situations where a risk of harm due to mental illness or substance use disorder exists, or individuals who are experiencing a mental health crisis.</p>	<p>CPI’s trauma-informed, person-centered training helps staff to identify and assess potential incidents of workplace violence. CPI trains staff to recognize and consider many Precipitating Factors, including mental illness, substance use, environment, and trauma. Through the use of Rational Detachment, staff are then able to appropriately address potential risks and incidents and respond safely and accordingly.</p> <p>CPI teaches staff to constantly engage in risk assessment throughout the crisis. This assessment is focused on evaluating the risks and likelihood of specific behaviors and weighing them against the potential risks of intervention.</p>
<p>(3)a. Standards established by a nationally recognized organization that has experience educating and certifying professionals involved in managing and directing security and safety programs in healthcare facilities.</p>	<p>CPI is the global leader in de-escalation and crisis prevention training.</p> <p>CPI offers industry-leading trainings in the US and Canada that are within compliance of Joint Commission in health care.</p> <p>CPI has successfully trained staff at hospitals, mental health facilities, residential facilities, emergency departments, nursing homes, assisted living facilities and long- and short-term care facilities throughout North America and across the globe.</p> <p>CPI’s training quality standards encompass elements to advance the best use of program components and facilitation methods. Certified Instructors are prepared to train staff using proven adult learning principles to build confidence and competence. Effectively transferring learning to workplace circumstances ultimately results in improved capabilities of staff and prevention or reduction of risks during crisis.</p>

Legal Requirements	CPI
<p>(5) Training requirements in the potential use of and response to de-escalation techniques, appropriate patient intervention activities, crisis intervention, trauma-informed approaches, weapons and defensive tactics.</p>	<p>CPI training teaches both nonviolent verbal interventions as well as physical disengagement and holding skills. The training emphasizes that the least restrictive form of intervention should always be considered and utilized first, prior to the use of any physical intervention. Using CPI's <i>Decision-Making Matrix</i>SM, staff will be able to assess the likelihood and severity of harm to determine the level of risk, and thus the appropriate response, to actual and potential crises.</p> <p>CPI's <i>Nonviolent Crisis Intervention</i>[®] With Advanced Physical Skills Training provides additional skills training in physical interventions.</p>
<p>(d) Every hospital with an emergency department shall provide appropriate hospital workplace violence prevention program training, education, and resources to staff, practitioners, and non-law enforcement officer security personnel.</p>	<p>CPI's focus is on the prevention of workplace violence through the use of nonviolent interventions and de-escalation techniques that align with each organization's policies and procedures. A Global Professional Instructor will provide expert training and materials to individual(s) at your workplace who may then train staff throughout your organization's various departments on CPI's program. Resources and support are always available through CPI's customer care team.</p> <p>CPI training is customizable for all staff members in an organization regardless of their job description, role, or risk level.</p>
<p>(a) Law Enforcement Officer means (i) a sworn law enforcement officer, (ii) a special police officer, or (iii) a campus police officer.</p>	