

VIOLENCE IS NOT OK



IT IS NOT PART OF THE JOB

Violence against healthcare workers is an increasingly prevalent problem. As a victim of a crime, you have rights that are defined in the State of Michigan Constitution.



Who is a victim of a crime?

According to the Michigan law, a victim of a crime is a person who suffers direct or threatened physical, financial, or emotional harm because of the commission of a crime. IT DOES NOT MATTER where the crime occurs; these are guaranteed rights. An employer cannot deny you the right to report a crime.

Should I report an assault by a patient or family member?

One way to think of it is this: “If I worked at a retail institution and the same thing happened and the person who assaulted me was in the same physical or mental condition that the assailant was when he/she/they assaulted me, would I call the police?” If the answer is yes, then you are right to report the assault. Being drunk, high, or angry in a hospital is no different than being drunk, high, or angry in a store.

What if a person simply threatens to harm me?

If a person threatens to harm you either at work or outside of work, especially if a threat includes the use of a weapon, the threat should be taken seriously. Making a threat may not be illegal, but if an individual threatens injury or deadly force and can carry out that threat, then they may be guilty of assault. In addition, if the individual is observed to follow through (i.e. approach you or come to your workplace asking for you) this may also be a crime; inform your employer and file a police report.

If you are assaulted, report it to your employer and contact the police to file a report.

Use your hospital or workplace address—not your home address—when filing a police report related to a workplace violence event.

Your Rights

The right to be informed

You have the right to know the identity of the prosecuting attorney handling the case, including specific contact information for this person.

You have the right to be notified about arrests, release of suspect(s) from custody, court dates, and other steps in the case.

The right to a timely disposition

You have the right to confer with the prosecution. *Of note: The prosecuting attorney makes the final decision regarding whether a person will be charged and with what offense(s) they will be charged.*

The right to be involved

This includes input on trial procedures, including some restrictions such as no-contact orders.

The right to attend a trial

Depending on the nature of the crime, this may include the right to give a victim's impact statement.

The right to privacy

You have a right to reasonable protection from the defendant. In the case of a violent crime, a victim can speak to the prosecutor's office or a victims advocate about safety concerns before any bond hearing. Protections can include a no-contact order that prevents a person from coming to a home or school, or contact via phone, mail, or electronic means.

The right to restitution

A defendant could be ordered to pay restitution including medical, therapy bills, and loss of income from lost work.

The right to information

You have the right to know about the conviction, sentence, imprisonment, and release of the accused.

**Report workplace
violence—YOU have the
power to change the way
healthcare workers are
treated.**

Please use the area below to include important information that you may need:

Police report

Officer:

Date/time of incident:

Your local information:

**[Place the information for your
local prosecutor's office here]**

Many times, being assaulted can cause anxiety, stress, physical, or emotional symptoms, or make you feel unsafe at work. Please reach out to your manager or to your workplace's employee assistance program for resources to help.

**[Place your Employee Assistance
Program information here]**