

## **Nonviolent Crisis Intervention Training Requirement for New Hire RNs**

Effective August 1, 2023, all incoming new employee RNs will complete Nonviolent Crisis Intervention training.

### **Training Requirement**

As announced in PSC Council on June 27, 2023, effective August 1, 2023, all incoming RNs will complete Nonviolent Crisis Intervention training at the soonest available training date immediately following the completion of orientation.

### **Scheduling**

New hires will be assigned to attend Nonviolent Crisis Intervention on the Thursday/Friday immediately following the end of orientation. The Nonviolent Crisis Intervention schedule will not conflict with the already scheduled Safe Patient Handling training.

Hiring Managers will be notified via email the week prior to the new employee's start date.

Staff will be automatically enrolled in their assigned training date via UC Learning Center. Staff and their direct supervisor will be notified upon enrollment.

Alternative dates will be provided should the employee need to reschedule for any reason. Under these circumstances, the employee or supervisor/manager must contact the Workplace Violence Prevention training team to be enrolled in the next available date.

The training schedule can also be found on the Workplace Violence Prevention Program website: <https://hr.ucdavis.edu/departments/elr/workplaceviolence/health>

### **Questions**

If you have questions regarding the class logistics, schedule, or content, please contact the Workplace Violence Prevention Program.

[ViolencePrevention@ucdavis.edu](mailto:ViolencePrevention@ucdavis.edu)

(916) 734-4436

If you have further questions regarding the new training requirement, please contact your supervisor/manager or other appropriate reporting structure.

## Nonviolent Crisis Intervention Training Requirement for New Hire RNs

### Training Overview

The Crisis Prevention Institute's Nonviolent Crisis Intervention Training® provides staff with an effective framework for preventing, de-escalating, and safely responding to crisis behavior. Participants will gain a broad range of tools to help them manage their own emotional responses and identify escalating behaviors in others. ***This training complies with all current legislation and is evidence-based.***

#### Learning Objectives:

1. How to identify and respond to various levels of crisis behaviors.
2. How to manage your own consistent, calm behavior in order to influence a positive outcome in a crisis situation.
3. Strategies to strengthen nonverbal communication.
4. How to develop limit-setting strategies when verbally intervening to de-escalate defensive behaviors.
5. A framework to help guide staff and the individuals in distress through a process of re-establishing the relationship.
6. Physical De-Escalation: Safety intervention strategies to maximize safety and minimize harm, including:
  - a. Disengagement skills
  - b. Holding skills
  - c. Safe restraint use