



Ohio Revised Code

Section 3727.181 Hospital workplace violence incident reporting system.

Effective: April 9, 2025

Legislation: House Bill 452 - 135th General Assembly

Each hospital system, and each hospital that is not part of a hospital system, shall establish a workplace violence incident reporting system, which shall be documented, tracked, and analyzed. The results of the analysis shall be used to make improvements in preventing workplace violence, including improvements achieved through continuing education in targeted areas such as de-escalation training, risk identification, and prevention planning.

The reporting system shall be clearly communicated to employees, including to all new employees during orientation, and shall include guidelines for when and how to report incidents to the employer, security agencies, law enforcement authorities, including hospital police departments, local emergency service organizations, or government agencies.

Each hospital system, and each hospital that is not part of a hospital system, shall adopt a policy that prohibits any person from discriminating or retaliating against any health care employee for reporting to, or seeking assistance or intervention from, the employer, security agencies, law enforcement authorities, including hospital police departments, local emergency service organizations, or government agencies, or for participating in an incident investigation.

All hospital systems and hospitals shall use their reporting systems to track the following: the number of incidents reported through their respective reporting systems; the number of incidents reported to law enforcement authorities, including those reported to a hospital police department; and the number of individuals involved in the incidents who are criminally charged as a result. The data shall be shared with the team involved in developing the security plan under section 3727.18 of the Revised Code or in conducting the annual review and evaluation of the plan under that section.
