

## INCIDENT RESPONSE, REPORTING, AND REVIEW POLICY

### Purpose

It is the policy of R&M Welty, Inc. to respond to, report, and review all incidents that occur while providing services in a timely and effective manner in order to protect the health and safety as well as minimize the risk of harm to all persons receiving services.

### Policy

**An “incident” refers to an occurrence which involves a person receiving services which requires the program to make a response that is not a part of the program’s ordinary provision of service to that person and includes:**

- A. A serious injury of a person;
  - a. Fractures;
  - b. Dislocations;
  - c. Evidence of internal injuries;
  - d. Head injuries with loss of consciousness;
  - e. Lacerations involving injuries to tendons or organs and those for which complications are present;
  - f. Extensive second degree or third-degree burns and other burns for which complications are present;
  - g. Extensive second degree or third-degree frostbite, and other frostbite for which complications are present;
  - h. Irreversible mobility or avulsion of teeth;
  - i. Injuries to the eyeball;
  - j. Ingestion of foreign substances and objects that are harmful;
  - k. Near drowning;
  - l. Heat exhaustion or sunstroke; and
  - m. All other injuries considered serious by a physician.
- B. A person’s death.
- C. Any medical emergencies, unexpected serious illness, or significant unexpected changes in an illness or medical condition of a person that requires the program to call 911, seek physician treatment, or hospitalization.
- D. Any mental health crisis that requires the program to call 911 or a mental health crises intervention team.
- E. Any act or situation involving a person that requires the program to call 911, law enforcement, or the fire department.

- F. A person's unauthorized or unexplained absence from a program.
- G. Conduct by a person receiving services against another person receiving services that:
  - a. Is so severe, pervasive, or objectively offensive that it substantially interferes with a person's opportunities to participate in or receive service or support;
  - b. Places the person in actual and reasonable fear of harm;
  - c. Places the person in actual and reasonable fear of damage to property of the person; or
  - d. Substantially disrupts the orderly operation of the program.
- H. Any sexual activity between persons receiving services involving force or coercion.
  - a. "Force" means the infliction, attempted infliction, or threatened infliction by the actor of bodily harm or commission or threat of any other crime by the actor against the complainant or another, harm which (a) causes the complainant to reasonably believe that the actor has the present ability to execute the threat and (b) if the actor does not have a significant relationship to the complainant, also causes the complainant to submit.
  - b. "Coercion" means words or circumstances that cause the complainant reasonable fear that the actor will inflict bodily harm upon, or hold in confinement, the complainant or another, or force the complainant to submit to sexual penetration or contact, but proof of coercion does not require proof of a specific act or threat.
- I. Any emergency use of manual restraint.
- J. A report of alleged or suspected child or vulnerable adult maltreatment.

## Response Procedures

- A. Serious Injury:
  - a. In the event of a serious injury, staff will provide emergency first aid following instructions received during training.
  - b. Staff will summon additional staff, if they are immediately available, to assist in providing emergency first aid or seeking emergency medical care.
  - c. Staff will seek medical attention, including calling 911 for emergency medical care, as soon as possible.
- B. Death:
  - a. If staff are alone, they are to immediately call 911 and follow directives given to them by the emergency responder.
  - b. If there is another staff member on, the first staff should tell them to call 911, and then both staff are to follow the directives given to them by the emergency responder.
- C. Medical emergencies, unexpected serious illness, or significant unexpected change

in an illness or medical condition:

- a. Staff are to assess if the person requires the program to call 911, seek physician treatment, or hospitalization.
  - b. When staff believe that a person is experiencing a life-threatening medical emergency, they must immediately call 911.
  - c. Staff will provide emergency first aid as trained or directed until further emergency medical care arrives at the program or the person is taken to a physician or hospital for treatment.
- D. Mental health crisis:
- a. When staff believe that a person is experiencing a mental health crisis, they must call 911.
- E. Requiring 911, law enforcement, or fire department:
- a. For incidents requiring law enforcement or the fire department, staff will call 911.
  - b. Staff will explain the need for assistance to the emergency personnel.
  - c. Staff will answer all questions asked and follow instructions given by the emergency personnel responding to the call.
- F. Unauthorized or unexplained absence - when a person is determined to be missing or has an unauthorized or unexplained absence, staff will take the following steps:
- a. If the person has a specific plan outlined in their *Coordinated Services and Support Plan Addendum* to address strategies in the event of an authorized or unexplained absence, that procedure should be implemented immediately, unless special circumstances warrant otherwise.
  - b. An immediate and thorough search of the immediate area that the person was last seen will be completed by available staff. When two staff persons are available, the immediate area and surrounding neighborhood will be searched by one staff person. The second staff person will remain at the program location. Other persons receiving services will not be left unsupervised to conduct the search.
  - c. **If after no more than 15 minutes**, if the search of the facility and neighborhood is unsuccessful, staff will contact law enforcement authorities.
  - d. After contacting law enforcement, staff will notify the House Manager and the Program Director who will determine if additional staff are needed to assist in the search.
  - e. A current photo will be kept in each person's file and made available to law enforcement.
  - f. When the person is found, staff will return the person to the service site or make necessary arrangements for the person to be returned to the service site.
- G. Conduct of the person – when a person is exhibiting conduct against another person receiving services that is so severe, pervasive, or objectively offensive that it substantially interferes with a person's opportunities to participate in or receive service

- or support; places the person in actual and reasonable fear of harm; places the person in actual and reasonable fear of damage to property of the person; or substantially disrupts the orderly operation of the program, staff will take the following steps:
- a. Summon additional staff, if available. If injury to a person has occurred or there is imminent possibility of injury to a person, implement approved therapeutic intervention procedures following the *Emergency Use of Manual Restraints* policy.
  - b. As applicable, implement the *Coordinated Service and Support Plan Addendum* for the person.
  - c. After the situation is brought under control, question the person as to any injuries and visually observe their condition for any signs of injury. If injuries are noted, provide necessary treatment, and contact medical personnel as is needed.
- H. Sexual activity involving force or coercion – if a person is involved in sexual activity with another person receiving services and that sexual activity involves force or coercion, staff will take the following steps:
- a. Instruct the person in a calm, matter of fact, and non-judgmental manner to discontinue the activity. Do not react emotionally to the person’s interaction. Verbally direct each person to a separate area.
  - b. If the person does not respond to verbal redirection, intervene to protect the person from force or coercion, following the *Emergency Use of Manual Restraints* policy as needed.
  - c. Summon additional staff if necessary and feasible.
  - d. If the persons are unclothed, provide them with appropriate clothing. Do not have them redressed in the clothing they were wearing.
  - e. Do not allow them to bathe or shower until law enforcement has responded and cleared this action.
  - f. Contact law enforcement as soon as possible and follow all instructions.
  - g. If the person expresses physical discomfort and/or emotional distress, or for other reasons you feel it necessary, contact medical personnel as soon as possible. Follow all directions provided by medical personnel.
- I. Emergency use of manual restraint:
- a. Follow the *Emergency Use of Manual Restraint* policy.
- J. Maltreatment:
- a. Follow the *Maltreatment of Minors* or the *Vulnerable Adult Reporting* policy.

## Reporting Procedures

- A. Completing a report
- a. **Incident reports will be completed as soon as possible after the occurrence, but no later than 24 hours after the incident occurred** or the program became aware of the occurrence. The written report will include:

- i. The name of the person or persons involved in the incident;
    - ii. The date, time, and location of the incident;
    - iii. A description of the incident;
    - iv. A description of the response to the incident and whether a person's *Coordinated Service and Support Plan Addendum* or program policies and procedures were implemented as applicable;
    - v. The name of the staff person or persons who responded to the incident; and f) The results of the review of the incident.
  - b. When the incident involves more than one person, the program will not disclose personally identifiable information about any other person when making the report to the legal representative or designated emergency contact and case manager, unless the program has the consent of the person. The written report will not contain the name or initials of the other persons involved in the incident.
- B. Reporting incidents to team members
  - a. All incidents must be reported to the person's legal representative or designated emergency contact and case manager:
    - i. Within 24 hours of the incident occurred while services were provided;
    - ii. Within 24 hours of discovery or receipt of information that an incident occurred;
    - iii. Or as is otherwise directed in a person's *Coordinated Service and Support Plan* or *Coordinated Service and Support Plan Addendum*.
  - b. The program will not report an incident when it has a reason to know that the incident has already been reported.
  - c. Any emergency use of manual restraint of a person must be verbally reported to the person's legal representative or designated emergency contact and case manager within 24 hours of occurrence. The written report must then be completed according to the requirements in the program's *Emergency Use of Manual Restraints* policy.
- C. Additional reporting requirements for deaths and serious injuries
  - a. A report of the death or serious injury of a person must be reported to both the Department of Human Services Licensing Division and the Office of Ombudsman for Mental Health and Developmental Disabilities.
  - b. The report must be made within 24 hours of the death or serious injury occurring while services were provided or within 24 hours of receipt of information that the death or serious injury occurred.
  - c. The program will not report a death or serious injury when it has a reason to know that the death or serious injury has already been reported to the required agencies.

- D. Additional reporting requirements for maltreatment
  - a. When reporting maltreatment, the program must inform the case manager of the report unless there is reason to believe that the case manager is involved in the suspected maltreatment.
  - b. The report to the case manager must disclose the nature of the activity or occurrence reported and the agency that received the maltreatment report.
- E. Additional reporting requirements for emergency use of manual restraint can be found in the *Emergency Use of Manual Restraint* policy.

## Reviewing Procedures

- A. Conducting a review of incidents and emergencies - this program will complete a review of all incidents.
  - a. The review will be completed by the Site Supervisor and the Program Director, or two other appropriate Administrative Team members.
  - b. The review will be completed within 24 hours of the incident.
  - c. The review will ensure that the written report provides a summary of the incident.
  - d. The review will identify trends or patterns, if any, and determine if corrective action is needed.
  - e. When corrective action is needed, a staff person will be assigned to take the corrective action within a specified time period.
- B. Conducting an internal review of deaths and serious injuries - this program will conduct an internal review of all deaths and serious injuries that occurred while services were being provided if they were not reported as alleged or suspected maltreatment.
  - a. The review will be conducted by two appropriate Administrative Team members, and overseen by Asia Baumann, RN.
  - b. The review will be completed within 72 hours of the death or serious injury.
  - c. The internal review must include an evaluation of whether:
    - i. Related policies and procedures were followed;
    - ii. The policies and procedures were adequate;
    - iii. There is a need for additional staff training;
    - iv. The reported event is similar to past events with the persons or the services involved to identify incident patterns;
    - v. And if there is need for corrective action by the program to protect the health and safety of the persons receiving services and to reduce future occurrences.
  - d. Based on the results of the internal review, the program will develop, document, and implement a corrective action plan designed to correct any current lapses and prevent future lapses in performance by staff or the program.
  - e. The internal review of all incidents of emergency use of manual restraints

must be completed according to the requirements in the *Emergency Use of Manual Restraints* policy.

- C. Conducting an internal review of maltreatment – follow the *Maltreatment of Minors* or the *Vulnerable Adult Reporting* policy.
- D. Conducting a review of emergency use of manual restraints – follow the *Emergency Use of Manual Restraints* policy.

### **Record Keeping Procedures**

- A. The review of an incident will be documented on the incident reporting form and will include identifying trends or patterns and corrective action if needed.
- B. Incident reports will be maintained in the person's record. The record must be uniform and legible. Read on the following page for a chart detailing who must be notified in response to different incidents.

**245D HCBS INCIDENT REPORTING REQUIREMENTS - WHO MUST BE NOTIFIED WITHIN 24 HOURS**

Incident Type	Legal Rep/ Emergency Contact	Case Manager	Ombudsman/ DD	DHS Licensing
<b>Serious injury as determined by section 245.91, subd. 6</b>	X	X	X	<b>X</b>
<b>A person's death</b>	X	X	X	<b>X</b>
Any medical emergencies, unexpected serious illness, or significant unexpected change in illness or medical condition that requires the program to call 911, physician treatment, or hospitalization	X	X		
Any mental health crisis that requires the program to call 911 or a mental health crisis intervention team, or a similar mental health response team or service when available and appropriate	X	X		
Act or situation involving a person that requires the program to call 911, law enforcement, or the fire department	X	X		
Person's unauthorized or unexplained absence from the program	X	X		
Conduct by a service recipient against another service recipient that: is so severe, pervasive, or objectively offensive that it substantially interferes with a person's opportunities to participate in or receive service or support; places the person in actual and reasonable fear or harm; places the person in actual and reasonable fear of damage to property of the person; or substantially disrupts the orderly operation of the program	X	X		
Sexual activity between service recipients involving force or coercion	X	X		
Any emergency use of manual restraint (must submit external report required under section 245D.061, or successor provisions)	X	X		



A report of child or vulnerable adult maltreatment (case managers and legal representatives must be notified of the nature of the activity or occurrence and the agency that received the report)	X	X		
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