**SB 6205 Workgroup Task:**Report to the Legislature

*“The department of social and health services must convene a stakeholder work group to recommend policy and best practices for training employers, long-term care workers, and service recipients to keep home care settings free from discrimination and abusive conduct while maintaining the ability for individuals who need services to access needed services while maintaining the ability to provide services.”*

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| **Recommend Policy Changes and****Best Practices** |
| **TRAINING** | **Long-Term Care Workers** |
| **Agency Supervisors** |
| **Service Recipients** |
| **CONTINUATION****OF DATA** | **Collection** |
| **Review** |
| **Future Role of the Workgroup** |
| **How the group is measuring efficacy of recommendations** |
| Inform the prevention plans required in section 4 of the act |
| The workgroup **must** consider:(a) Using new employee orientation to emphasize the prevention of discrimination and abusive conduct;(b) The extent to which current training content could be modified to cover content within existing hours of required training such as basic, modified basic, and/or continuing education;(c) Requiring training about discrimination and abusive conduct for all employees;(d) Interactive teaching strategies that engage across multiple literacy levels;(e) Factors that are predictive of discrimination and abusive conduct;(f) The violence escalation cycle;(g) De-escalation techniques to minimize abusive conduct or challenging behavior;(h) Strategies to prevent physical harm with hands-on practice or role play;(i) How incorporating information on trauma-informed care could improve the effectiveness of training and reduce interruptions to the provision of personal care;(j) How incorporating person-centered planning practices could minimize challenging behaviors and reduce interruptions to the provision of personal care;(k) Best practices for documenting and reporting incidents;(l) The debriefing process for affected employees following violent acts;(m) Resources available to employees for coping with the effects of violence;(n) Culturally competent peer-to-peer training for the prevention of discrimination and abusive conduct;(o) Best practices for training service recipients on preventing discrimination and abusive conduct in the home care setting;(p) Best practices for training direct supervisors on preventing and responding to reports of discrimination and abusive conduct in the home care setting;(q) Recommended best practices for workplace safety committees referenced in section 4 of this act and recommended topics to be included in prevention plans required in section 4 of this act;(r) Other policy changes that will reduce discrimination and abusive conduct in the workplace and best prepare employees to work in environments where challenging behavior occurs; and(s) Other best practices from trainings developed in other states or for other industries to prevent discrimination and abusive conduct in home care settings or the workplace. |