

**POST-ACUTE AND LONG-TERM CARE MEDICAL ASSOCIATION
HOUSE OF DELEGATES**

RESOLUTION D25

SUBJECT: RESIDENT TO STAFF ABUSE BY RESIDENTS WHO DO NOT HAVE
CAPACITY TO UNDERSTAND OR CONTROL THEIR ACTIONS

INTRODUCED BY: CMDA: THE COLORADO SOCIETY FOR POST- ACUTE AND
LONG-TERM CARE MEDICINE AND MMDA: MID-ADLANTIC
SOCIETY FOR POST-ACUTE AND LONG-TERM CARE MEDICINE

INTRODUCED ON: MARCH 2025

1 **WHEREAS**, a federal lawsuit is in progress in Vermont where the Equal Employment
2 Opportunity Commission (EEOC), on behalf of several African American front line staff, filed
3 suit against a nursing home for an alleged violation of Title VII of the Civil Rights Act of 1964
4 based on racially discriminatory comments made by a patient with advanced dementia. The
5 patient did not have decision-making capacity. This has further highlighted the issue of resident
6 to staff verbal abuse by residents who do not have the capacity or understanding of their actions.
7 It has also revealed a gap in support, in terms of lack of tools, education and understanding of
8 dementia, within post-acute and long-term care (PALTC) communities; and
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10 **WHEREAS**, It has been well documented that workplace resident to staff violence is not only
11 physical but is more often psychological and creates enormous distress and moral injury; and
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13 **WHEREAS**, Clinicians and the interdisciplinary team often endure abuse from residents without
14 adequate resources, structured outlets, or education to cope with acts of violence; and
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16 **WHEREAS**, PALTC communities continue to struggle with both a workforce shortage and
17 being undervalued for their work. The addition of verbal abuse by residents that lack capacity to
18 understand or control their actions adds to the stress of working in PALTC; therefore be it
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20 **RESOLVED**, that Post-Acute and Long-Term Care Medical Association (PALTmed)
21 acknowledge the often difficult work that encompasses caring for patients living with dementia
22 or severe mental illness in PALTC communities and elevate the public perceived value of
23 supporting these residents, some of whom are not within the control or understanding of their
24 own words and behaviors; and be it further
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26 **RESOLVED**, that Post-Acute and Long-Term Care Medical Association (PALTmed) will
27 develop education and tools to help PALTC medical providers and medical directors support
28 PALTC staff and increase understanding of resident to staff verbal and physical abuse.
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FISCAL NOTE:

If passed by the House of Delegates and adopted as Association policy by the Board of Directors, this resolution could have no financial impact, as it would utilize existing resources and staff to advance this resolution.



RESOLUTION RESULTS: < FOR PALTmed OFFICE ONLY >

RELEVANT BACKGROUND INFORMATION:

See below for previous resolution brought to HOD in 2023 that was referred to the Board of Directors. Board discussion of this resolution included the recognition that there isn't enough education on this issue. It would be beneficial to provide tools for our members to know better how to deal with abuse. After discussion, the Board asked that the resolution be referred to the Education Steering Committee for further action; to start with the AMA statement on abuse of healthcare personnel. The education sub-group of the DEI Committee could also contribute to this. Still in progress.

AMDA- THE SOCIETY FOR POST-ACUTE AND LONG-TERM CARE MEDICINE

RESOLUTION E23

SUBJECT: PROTECTION OF STAFF AND PRACTITIONERS IN POST-ACUTE AND LONG TERM CARE FROM AGGRESSION, VERBAL AND PHYSICAL ABUSE FROM RESIDENTS

INTRODUCED BY: THE MID-ATLANTIC SOCIETY FOR POST-ACUTE AND LONG-TERM CARE MEDICINE

INTRODUCED ON: March 2023

WHEREAS, to propose to AMDA – The Society for Post-Acute and Long-Term Care Medicine to enable policies that offer protection to the staff and practitioners working in post-acute and long-term care medicine from aggression, verbal and physical abuse from residents;

AND WHEREAS, there are reports of aggression, verbal and physical assault towards staff and practitioners from residents in post-acute and long-term care settings;

AND WHEREAS, such acts of discrimination and aggression can lead to low morale of the staff and practitioners who work in post-acute and long-term care settings;

AND WHEREAS, AMDA – The Society for Post-Acute and Long-Term Care Medicine holds diversity, equity and inclusion as one of its values and serves as an advocate for the practitioners who work in post-acute and long-term care settings;

THEREFORE BE IT RESOLVED, that AMDA – The Society for Post-Acute and Long-Term Care Medicine, will work with the Diversity, Equity, and Inclusion (DEI) group; to encourage and facilitate medical directors to play an active role in training clinical practitioners, facility staff, and leadership, and, to promote and implement the policies to protect staff and practitioners from aggression, verbal and physical abuse from residents and families;

AND BE IT FURTHER RESOLVED, that AMDA – The Society for Post-Acute and Long-Term Care Medicine, together with like-minded professional organizations such as American Medical Association (AMA), work to develop policies to advocate for protection of the staff and practitioners working in post-acute and long-term care settings from aggression, verbal, and physical abuse from residents and families.

FISCAL NOTE:

If passed by the House of Delegates and adopted as Society policy by the Board of Directors, the fiscal impact of this would be moderate. The creation of education, practice guidance and clinical tools requires

an investment of time and money. Some or all of this investment may be recouped over time from the sale or licensing of these resources.



RESOLUTION RESULTS: Referred to the Board of Directors as amended by hand count.