

COLFAX GENERAL LONG TERM CARE

Protection of Residents

1. Incident investigations are conducted by the Committee of Investigation.
2. All witnesses and individuals named on in the incident will be interviewed.
3. Prior to initiating an interview or investigation, all staff members, visitors, or contractors are advised of confidentiality and retaliation.
4. Retaliation towards a co-worker, resident or family member is not permissible.
5. A verbal follow-up with resident is done on a daily basis, by DON or Risk Manager.
6. Employees are instructed to report to HR if there is any form of misconduct towards them.
7. Once the investigation is completed, the DON will reassure the resident that there will be no form of retaliation what so ever by staff. A follow-up will be done regularly by DON to see that there is none.
8. If there is any form of retaliation, staff member involved will be referred to HR for action.
9. Social Services will work with the resident or family member(s) during this process to assure that they are comfortable with all actions taken and that there is no indication of retaliation.