

**Agenda – January 25<sup>th</sup>, 2022**  
**Group 9 (College of Engineering) Health and Safety Committee**

**1. Attending**

Derrick Van Kirk or Niyousha Rahimi, AA  
Colleen Irvin or Robbie Wong, BioE  
Rachel Strickman or Ted Hanson, CEE  
Michael Pomfret, CEI  
Kameron Harmon or Benjamin Rutz, ChemE  
Michael Glidden, CoE DO  
Alexander Lefort or Selest Nashef, CSE  
Jia Jie Choong, ECE

Sonia Honeydew or Erin McKeown, EH&S  
Sarah Coppola or Stacia Green, HCDE  
Sheila Prusa or Kelly Foong, ISE  
Xiaohai Hu or Dzung Tran, ME  
John Young or M. Weaver, MoES/NanoES  
Tatyana Galenko or Sean Krewson, MSE  
N. Shane Patrick or Maria Huffman, WNF

**2. Previous Meeting Minutes**

- November 2021 – approve? Corrections/additions?
- Minutes posted at <https://www.engr.washington.edu/mycoe/safety#> and safety boards.

**3. Department Incident Reports (use “5 Why’s” analysis for one report)**

- All OARS reports may also be found on Tableau while on the UW network via this link: <https://bitools.uw.edu/#/site/Transitional/projects/573>.
- CEE @ More Hall (#2021-08-030) – Acid fume burn to eye.
- CEE @ More Hall (#2021-09-001) – Potential exposure to solution containing pyridine.
- ME @ Wilcox Hall (#2021-12-002) – Spill of bovine blood.
- HCDE @ Outside McMahon Hall (#2021-12-044) – Ankle sprain from pothole.
- WNF @ Fluke Hall (#2021-12-062) – Razor cut to finger.

**4. Group Business**

- Vote for new Chair and Vice Chair.
- Vote for U-Wide Representative
- Vote on new regular schedule of meetings for Biennium.
- Vote on whether to continue teleconference-based meetings.
- In preparation for your duties as a Health & Safety Committee Representative:
  - If you do not currently have an alternative, it is recommended you select one.
  - Complete the Health & Safety Committee Member Training course when it is next available.
  - It is recommended to also complete the 5 Whys Root-Cause Analysis Training course, as this will be used frequently in OARS report reviews.
- Potential speakers for February meeting: Dan Ratner on makerspace resources available to students/researchers?
- Updates on questions from previous meeting:
  - Sharps Disposal (Sonia): Health Sciences will no longer take sharps waste from upper campus. From now on, a UW waste contractor will need to be utilized for treatment and disposal of sharps. Please contact Laboratory Services in Health Sciences Academic Services and Facilities to [set up an account](#).

**5. UW-Wide Meeting**

- November and December minutes attached.
- December agenda attached. Meeting highlights will be presented by Alex Lefort:
  - COVID-19 Updates:
    - Omicron Variant has shown up in Washington: As of the meeting, three cases were reported. Initial data shows that it is less dangerous, though population is small thus far.
    - Heading into winter quarter, University will stay with current COVID-19 measures.

- The only addition is that the University will likely require booster shots for the COVID-19 vaccines. Mix & match boosters are fine, though there is not currently enough data on whether it heightens efficacy to mix.
- It is heavily recommended that everyone also receives their flu vaccines.
- There is some data that Pfizer may be susceptible to Omicron, but boosters (even of Pfizer) largely close this.
- Nearly 99% of all UW employees fully vaccinated! Vaccination rates are also very high in students, with the lowest population at 96%.
- Requirements for non-vaccinated employees: Medical masks, required 6 ft distancing while eating/drinking, and weekly or twice a week testing.
- Workplace Violence Prevention Officer, Robert Lewis, of Harbor View presented on de-escalation tools. Many current trainings done through CPI, but Harbor View has found "Trauma Informed Care" de-escalation methods to be very effective. Slides for presentation will be available.
- UWEM: Though Oregon had larger earthquakes recently, there is no heavy worry here due to the fault involved and type of quake. However, UWEM encourages everyone to take this opportunity to discuss continuity and emergency plans with your family and loved ones.
- EH&S:
  - Lab Safety & Innovations Award Event happening on the 15<sup>th</sup>.
  - COVID-19 training has been updated to address the new changes to vaccination requirements.
  - A new position has been added to EH&S: Lab Safety Inspection Officer.
- No January Meeting.

## **6. Member Updates**

***Next Meeting: TBD, via Zoom***

**DRAFT Meeting Minutes**  
**Health and Safety Committee for Group 9 (College of Engineering)**

**Meeting Date: November 30<sup>th</sup>, 2021 (via Zoom)**

**Attended**

*Carter Beamish, AA*

*Derrick Van Kirk, AA*

*Colleen Irvin, BioE*

*Michael Brett, CEE*

*Kristine Parra, CEI*

*Kameron Harmon, ChemE*

*Alexander Lefort, CSE*

*Ary Prasetyowati, ECE*

*Sonia Honeydew, EH&S*

*Stacia Green, HCDE*

*Sheila Prusa, ISE*

*Dzung Tran, ME*

*John Young, MoIES/NanoES*

*Tatyana Galenko, MSE*

*N. Shane Patrick, WNF*

**Absent**

*Michael Glidden, CoE DO*

**Previous Meeting Minutes**

- October 2021 – minutes approved as is.
- Previous meeting minutes are at: <https://www.engr.washington.edu/mycoe/safety#>.  
EH&S recommends each department/group post paper copies on their safety board and inform employees of the name of their rep.

**Incident Reports**

- CEE (#2021-08-030) – Brett has not been able to touch base with the lab yet. Tabled to next meeting.

## DRAFT Meeting Minutes

### Health and Safety Committee for Group 9 (College of Engineering)

- CEE (#2021-09-001) – Shane stated it seems the students in question were using the report as a means to ask a question on proper procedure as opposed to knowing the methods before beginning. Sonia searched through the OARS backend and found Tracy Harvey is reaching out to the lab to check on procedures and PPE requirements for this procedure. The Occupational Health Nurse is checking to ensure that student is fully covered medical-wise. Colleen mentioned that the lab should check whether the gloves used are the appropriate type, as not all gloves may be used with certain chemicals. Brett will investigate further. Tabled to next meeting.
- MEB (#2021-10-055) – This seems to have happened due to the person in question being a new employee and not having been trained fully yet. Alex asked if there is a Building Health & Safety training already in place that would teach new employees not to do these tasks alone, or to submit work orders to Facilities. Dzung confirmed that they do have a basic onboarding training, but that this would be useful to expand, also including this type of task. This incident has been closed.
- ChemE (#2021-10-060) – The person affected was not wearing all of the PPE required for this procedure, missing goggles and lab coat. The person involved has been there for a while and had been onboarded fully. There seem to have been issues with the SOPs and adherence to them. The lab has since tightened requirements to adhere to SOPs and lab safety. Colleen stated that it's entirely possible that they weren't following the SOP, or that the SOPs were incorrect. It is important that the PI reviews the SOPs to ensure they are correct, as well as the most potentially dangerous steps be highlighted to ensure extra attention. Kameron agrees and will bring this back to the PI. Alex or Sonia will connect with Tracy Harvey to let her know we're recommending these changes to the PI. This incident is closed contingent on the communication of recommendations to the PI and Tracy Harvey.
- AA (#2021-10-063) – Carter has not had the chance to talk again to the lab, but the sink has since been removed and will be replaced. Colleen mentioned that they could have put in a work order for this. Derrick said that they have planned to change the sink for a while now and this just accelerated the change. Alex asked if the missing sink might pose any hazards and Colleen asked if this might also cause any chemical hygiene problems. Carter and Derrick stated that the room has been fully closed off for other renovations, so no further risks to lab members exist. This incident has been closed.
- ChemE (#2021-10-077) – Kameron stated that the lab has already met on this and it seems to have mostly been a lapse in attention. They are still taking the opportunity to change the placement of chemicals to make them easier to grab and reduce the chances of this happening again. The PI is also sending a notice out to ensure no lab members are rushing. All of the shelves already have lips to keep the chemicals from falling. This incident has been closed.

## DRAFT Meeting Minutes

### Health and Safety Committee for Group 9 (College of Engineering)

- ECE (#2021-10-084) – This incident actually happened in the ECE Building, upper basement. The fume hood and cabinet were overcrowded with old chemicals and not separated appropriately. The student who dropped the container in question quickly called 9-1-1. The chemical had since evaporated when the Fire Department arrived and they cleared the room for return. The broken remains were brought back with the Fire Department. Alex asked if the ventilation system was venting directly outside and Ary confirmed that it was, so no other rooms were subjected to this hazard. The lab has already gone through and separated non-flammable and flammable materials, as well as removed any old chemicals not in use. A large chemical pick-up request has been submitted to dispose of them. The lab is also installing more shelving to prevent overcrowding at the fume hood. This incident has been closed.

### Group Business

- Scheduling a talk by Dan Ratner and tour of the UW Makerspaces?
  - Due to low attendance and the timing, the group voted and approved cancelling the December meeting. We will discuss inviting Dan Ratner to our February meeting in January.
- Review UW APP and propose updates.
  - In Emergency Management & Business Continuity: Define what “EOC” means.
  - In AEDs, page 14, last paragraph, second sentence: Change “following” to “follow.”
  - In Chemical Hazard Communication, page 15, in the list: Change “... work areas via in UW MyChem...” to “... work areas in UW MyChem...”
  - In Health and Safety Resources, page 6: “UW Tacoma – Campus Safety & Security” link is broken.
- New “5 Why’s” Training.
  - Alex reminded the group of the new training from EH&S and encouraged everyone to take it.
- Discuss adding a Diversity, Equity, and Inclusion statement to the HSC Group 9 Charter.
  - The Group voted unanimously to add the DEI statement as written from the UW-Wide Health & Safety Committee Charter to the Group 9 Charter, with the exception that “U-Wide” be changed to “Group 9 Health & Safety Committee.” This statement will be placed at the end of the “Membership” section as is done in the U-Wide Charter.
- Updates on questions from last meeting:

## DRAFT Meeting Minutes

### Health and Safety Committee for Group 9 (College of Engineering)

- Kameron & Sonia: Where does a building coordinator's responsibility end in checking heavy furniture for items/hazards?
  - Rather than just apply to building coordinators, this should apply to anyone who is able to submit a Surplus request.
  - The group discussed and came to the conclusion that it is unreasonable to expect staff to move and jostle large, heavy objects in order to dislodge potential items stuck within.
  - Instead, the requestor should be on-site when moves occur so that they may deal with any items that might become dislodged during the move. It is understood that any items that become dislodged afterward may still be the financial responsibility of the department.
  - The group suggested that Moving Services staff may want to add safety training around hazard avoidance methods for those items that are not easily accessible and are hidden within complex designs, such as filing cabinets and the like.
  - Sonia will follow up with how we word this and give to Moving Services.
- Sonia: Are there updates on where SHARPS may be disposed?
  - Sonia will touch base again with EH&S to see if there is any further news. Tabling this to next meeting.

### UW-Wide Meeting

- Sheila shared updates from the UW-Wide meeting provided by Sheila and Stacia.
  - David Manley of Airlift NW spoke at the meeting. Their motto is "Critical care wherever it is needed 24/7/365." They connect rural communities to UW Medical, Harborview Medical Center, and Seattle Children's. They have eight bases over two states. Their helicopters are equipped like a hospital ICU. They do specialty transport for cardiac assist and pediatric specialties, 911 response, and disaster/event standby response. They have a lot of employee health & safety risks that they work hard to mitigate.
  - Lt. Chris Jaross of UWPD spoke on encountering the unhoused citizens on UW campuses. Crisis intervention teams can come out and offer resources like bus passes and shelter nights. Some people just don't want to leave though, like Nancy who has lived on campus for at least 21 years. Call the UW Police Department and describe the situation; they may send the crisis intervention team instead of making the visit themselves. The Police Department is set up to be reactive and many unhoused individuals respond better to a proactive approach.

## DRAFT Meeting Minutes

### Health and Safety Committee for Group 9 (College of Engineering)

- The group reports followed. Group 3 described a person in mental distress who broke into a lab and started breaking things and throwing chemicals around. Everyone was still traumatized. Group 5 reported that COVID cases spiked after Halloween parties. The numbers are expected to climb after Thanksgiving as well.
- Sonia noted after the updates that it is a good idea to send out reminder messages to departments on good security etiquette in buildings. If one notices something strange, avoid assuming that nothing is wrong. Alex noted that with the holidays, this may be even more important to note due to the lower population on campus.

### Department Updates

- BioE – Colleen stated that this may or may not be a safety issue, but BioE's rooms are receiving a complete overhaul to the new OnGuard access system through CAAMS. The new card reader installs will start this week. BioE is also preparing their department for a new Chair coming in January 1<sup>st</sup>.
- ECE – Ary mentioned ECE still does not have a Facilities Manager. The search continues.
- EH&S – Sonia reiterated that EH&S recommends testing before and after travel out of the area.
- MSE – Tatyana stated MSE is in the process of hiring new administrators. They will be working on room renovations shortly.

### Adjournment

- Adjourned at 3:17 PM.

### Next Meeting

- The December meeting has been cancelled.
- Next meeting will be January 25<sup>th</sup>, 2021 at 2:00 PM via Zoom.



Report Number: 2021-08-030

Contact EH&S at 206-543-7262

**Person Reporting Incident**

Occupation / Position: ASSISTANT PROFESSOR Date Reported (mm/dd/yyyy): 08/12/2021  
Department: ENG: Civil and Environmental Engineering Time Reported: 10:39 AM

**Person Involved or Affected**

Department: ENG: Civil and Environmental Engineering

**Incident Details**

Campus: Seattle Date of Incident (mm/dd/yyyy): 08/11/2021  
Incident Location: Time of Incident:  
Room:  
Other: More Hall, Room 318

Incident Description: Student(XXXXXX) was working with 100 mM oxalic acid in a fume hood. XXXXXXX took off her safety goggles and looked at a bottle filled with the acid from the outside of the fume hood and reported that her left eye hurt and was red. After trying to wash her eye and still feeling some discomfort, XXXXXXX went to Harborview Hospital on 8/11 and saw an eye doctor. The doctor prescribed artificial tears to use for a week as she did not have direct contact with the acid. This morning (8/12), XXXXXXX went back to the emergency room after noting eye discomfort again.

**Supervisor**

Full Name: Michael Gomez Phone:  
Occupation / Position: GRADUATE RESEARCH STUDENT ASSISTANT Email: mggomez@uw.edu  
Department: ENG: Civil and Environmental Engineering

**Classification**

Injury requiring medical treatment (go to level 3 if in-patient hospitalization or amputation occurred)

Has Attachment(s):

**Type of Incident**

Injury Description (none, if no injury/exposure): Burn (Thermal, Chemical, Electrical); Eye or Vision Issues  
Body Parts Affected (none, if no injury/exposure): Eyes  
Cause of Injury/ Damage, or Potential Injury/Damage: Chemicals; Ventilation, Indoor Air Quality Issues

**Slip/Trip/Fall Information**

Slip: None  
Trip: None  
Fall From Same Level: None  
Fall From Elevated Height: None  
Stairs: None

**Contributing Factors**

Equipment: None  
Environment: None  
Policies / Procedures: None  
Human Factors: None

**Suggested Corrective Actions by Affected Party**

Suggested Corrective Actions: Submit request for maintenance/repair

Maintain PPE at all times. PPE was provided but not used during this incident. Given that the acid was in the fume hood, there does not appear to be proper ventilation (not clear how her eye was exposed).

**Supervisor's Comments**

Root Causes: PPE issue. Possible fume hood ventilation issue.

Recommendations / Preventive Measures: Use PPE during all lab work. Evaluate fume hood for possible ventilation issues.

Other Comments: Please update me on how this will be addressed. Thank you.

Corrective Actions Target Date (mm/dd/yyyy): 08/13/2021 Corrective Actions Complete Date (mm/dd/yyyy):

**EH&S Comments**





Report Number: 2021-09-001

Contact EH&S at 206-543-7262

**Person Reporting Incident**

Occupation / Position: **RESEARCH ASSISTANT (E S UAW ASE)** Date Reported (mm/dd/yyyy): **09/01/2021**  
Department: **ENG: Civil and Environmental Engineering - Korshin Lab JM Student** Time Reported: **11:51 AM**

**Person Involved or Affected**

Department: **ENG: Civil and Environmental Engineering - Korshin Lab JM Student**

**Incident Details**

Campus: **Seattle** Date of Incident (mm/dd/yyyy): **09/01/2021**  
Incident Location: **MORE HALL** Time of Incident: **11:00 AM**  
Room:  
Other:

Incident Description: **I am just hoping to inquire about possible skin contact with a solution containing pyridine, silver diethyldithiocarbamate, and captured arsines. I was wearing gloves while handling this solution and at one point noticed that part of the glove on a finger had changed color. I took the gloves off and rinsed my finger for a few minutes and then washed it several times a few minutes later. I am not extremely concerned, but am aware that the SDS for these chemicals is a bit scary and just wanted to double check.**

**Supervisor**

Full Name: **Gregory Korshin** Phone: **=+1 206 543-2394**  
Occupation / Position: Email: **korshin@uw.edu**  
Department: **ENG: Civil and Environmental Engineering**

**Classification**

**Near miss (Potential hazard -- no injury, exposure, or property damage)**

Has Attachment(s):

**Type of Incident**

Injury Description (none, if no injury/exposure): **None**  
Body Parts Affected (none, if no injury/exposure): **Fingers**  
Cause of Injury/ Damage, or Potential Injury/Damage: **Chemicals**

**Slip/Trip/Fall Information**

Slip: **None**  
Trip: **None**  
Fall From Same Level: **None**  
Fall From Elevated Height: **None**  
Stairs: **None**

**Contributing Factors**

Equipment: **None**  
Environment: **None**  
Policies / Procedures: **None**  
Human Factors: **None**

**Suggested Corrective Actions by Affected Party**

Suggested Corrective Actions: **None**

**My professor has recommended I wear double gloves from now on.**

**Supervisor's Comments**

Root Causes: **XXXXXXXX reported that a drop of pyridine solution containing silver diethyl dithio carbamate contacted her glove which changed its color as a result. The gloves appeared to be intact after the contact. I believe that the contact was caused by a minor spill of the solution being handled.**

Recommendations / Preventive Measures: **I recommend that double gloves be used for handling solutions containing organic solvents. All other protection measures must be strictly enforced as well.**

Other Comments: **corrective action applied**

Corrective Actions Target Date (mm/dd/yyyy): **09/01/2021** Corrective Actions Complete Date (mm/dd/yyyy): **09/02/2021**

**EH&S Comments**



Report Number: 2021-12-002

Contact EH&S at 206-543-7262

**Person Reporting Incident**

Occupation / Position: GRADUATE FELLOW STIPEND W/ BENEFITS  
Date Reported (mm/dd/yyyy): 12/01/2021  
Department: GRAD: Finance  
Time Reported: 11:00 AM

**Person Involved or Affected**

Department: ENG: Mechanical Engineering

**Incident Details**

Campus: Seattle  
Date of Incident (mm/dd/yyyy): 12/01/2021  
Incident Location: WILCOX HALL  
Time of Incident:  
Room: 39  
Other:

Yesterday we removed the contents of a malfunctioning - 80 C freezer. Among the contents were two dialyzers that were left in a crate on the floor overnight to thaw for disposal. We did not notice that their outlets were not capped. Overnight, bovine blood from the dialyzers spilled out onto the floor and nearby objects.

Incident Description: I noticed the spill around 10:15 am on the 1st of December but it likely occurred earlier. Following EHS standard operating procedure I am soaking the contaminated floor with 10% bleach for 30 minutes twice  
<https://www.ehs.washington.edu/system/files/resources/spill-response-poster.pdf>

Contaminated objects will be disposed of as biohazardous, washed as lab glassware or soaked in bleach as appropriate for the object..

**Supervisor**

Full Name: Dayong Gao  
Phone: +=1 206 543-1411  
Occupation / Position:  
Email: dayong@uw.edu  
Department: ENG: Mechanical Engineering

**Classification**

Property damage only

Has Attachment(s):

**Type of Incident**

Injury Description (none, if no injury/exposure): Exposure to Potential Biohazardous (Infectious) Material

Body Parts Affected (none, if no injury/exposure): None

Cause of Injury/ Damage, or Potential Injury/Damage: Biohazardous Material, Infectious Agents

**Slip/Trip/Fall Information**

Slip: None  
Trip: None  
Fall From Same Level: None  
Fall From Elevated Height: None  
Stairs: None

**Contributing Factors**

Equipment: Inadequate Guards/Barriers  
Environment: None  
Policies / Procedures: None  
Human Factors: None

**Suggested Corrective Actions by Affected Party**

Suggested Corrective Actions: Change/review work procedures

Ensure that dialyzers are not stored uncapped or cut.

Otherwise procedures were properly followed and hazard was contained.

**Supervisor's Comments**

Root Causes: The Dialyzers were not sealed (capped) well before placing them into the -80C freezer.

Recommendations / Preventive Measures: Make sure that all Dialyzers must be capped well before freezing and put in a safe container during the thawing process.

Other Comments:

Corrective Actions Target Date (mm/dd/yyyy): 12/01/2021  
Corrective Actions Complete Date (mm/dd/yyyy): 12/01/2021

**EH&S Comments**



Report Number: 2021-12-044

Contact EH&S at 206-543-7262

**Person Reporting Incident**

Occupation / Position: ASSISTANT TEACHING PROFESSOR Date Reported (mm/dd/yyyy): 12/15/2021  
Department: ENG: Human Centered Design and Engineering Time Reported: 11:48 AM

**Person Involved or Affected**

Department: ENG: Human Centered Design and Engineering

**Incident Details**

Campus: Seattle Date of Incident (mm/dd/yyyy): 12/08/2021  
Incident Location: Time of Incident: 03:00 PM  
Room:  
Other: Sidewalk outside McMahon hall

Incident Description: I fell in a hole in the sidewalk and seriously sprained my right ankle. I was unaware this incident form existed until I saw the email about slips, trips, and falls today.

**Supervisor**

Full Name: Julie A Kientz Phone: =+1 206 221-0614  
Occupation / Position: Email: jkientz@uw.edu  
Department: PROV: College of Engineering

**Classification**

Injury requiring first aid

Has Attachment(s):

**Type of Incident**

Injury Description (none, if no injury/exposure): Bruise, Contusion; Cut, Laceration, Puncture, Scratch, Abrasion (Open Wound); Sprain, Strain, Twist  
Body Parts Affected (none, if no injury/exposure): Knees; Feet, Ankles, Toes  
Cause of Injury/ Damage, or Potential Injury/Damage: Structures, Surfaces

**Slip/Trip/Fall Information**

Slip: Flooring Surface; Hands free  
Trip: Surface irregularity; Flooring surface; Hands free  
Fall From Same Level: While walking; Hands free  
Fall From Elevated Height: None  
Stairs: None

**Contributing Factors**

Equipment: Inadequate Maintenance  
Environment: None  
Policies / Procedures: None  
Human Factors: None

**Suggested Corrective Actions by Affected Party**

Suggested Corrective Actions: Undertake hazard assessment; Submit request for maintenance/repair  
Maintain your sidewalks. My doctoral degree is in occupational health. This was a clear failure to maintain the built environment to reduce slips, trips, and falls.  
For the record, I was not using my phone and was wearing hiking boots with good tread.

**Supervisor's Comments**

Root Causes: After discussion with XXXXXXX, I have also determined the root cause is a hole in the sidewalk.

Recommendations / Preventive Measures: The sidewalks need to be maintained to prevent trips and falls.

Other Comments: After discussion with XXXXXXX, I have also determined the root cause is a hole in the sidewalk. The sidewalk needs to be maintained.

Corrective Actions Target Date (mm/dd/yyyy): 01/14/2022 Corrective Actions Complete Date (mm/dd/yyyy):

**EH&S Comments**

fwd: Scott Nelson, Natalie Daranyi.



Report Number: 2021-12-062

Contact EH&S at 206-543-7262

**Person Reporting Incident**

Occupation / Position: **RESEARCH SCIENTIST/ENGINEER 2 (E S 7)** Date Reported (mm/dd/yyyy) : **12/21/2021**  
Department: **ENG: Collaboration Core - WNF Staff** Time Reported: **01:06 PM**

**Person Involved or Affected**

Department: **ENG: Collaboration Core - WNF Staff**

**Incident Details**

Campus: **Seattle** Date of Incident (mm/dd/yyyy) : **12/20/2021**  
Incident Location: **FLUKE HALL** Time of Incident: **03:15 PM**  
Room: **115**  
Other:

Incident Description: **I was cutting a zip tie with a razor blade. The razor jerked when it completed the cut thru the material and nicked the top of my thumb starting at the nail. The cut was about 2 mm in length. I was able to stop the bleeding quickly and bandage the wound.**

**Supervisor**

Full Name: **Maria Huffman** Phone: **206-543-5101**  
Occupation / Position: Email: **mhuffm@uw.edu**  
Department: **ENG: Collaboration Core - WNF Managers**

**Classification**

**Injury requiring first aid**

Has Attachment(s):

**Type of Incident**

Injury Description (none, if no injury/exposure): **Cut, Laceration, Puncture, Scratch, Abrasion (Open Wound)**  
Body Parts Affected (none, if no injury/exposure): **Fingers**  
Cause of Injury/ Damage, or Potential Injury/Damage: **Box Cutters, Knives, etc.**

**Slip/Trip/Fall Information**

Slip: **None**  
Trip: **None**  
Fall From Same Level: **None**  
Fall From Elevated Height: **None**  
Stairs: **None**

**Contributing Factors**

Equipment: **Using Equipment Improperly; Improper Equipment**  
Environment: **Sharp Objects**  
Policies / Procedures: **None**  
Human Factors: **Inattention**

**Suggested Corrective Actions by Affected Party**

Suggested Corrective Actions: **Other**  
**The best method of prevention would be to use a different tool that is less likely to cause an injury, like diagonal cutters.**

**Supervisor's Comments**

Root Causes: **The improper tool was used for the task at hand. Also, a factor was inattention on the part of the affected party. - M.H.**

Recommendations / Preventive Measures: **Paying attention and selecting the proper tools to do a job are the key recommendations. Even the most experienced staff can be in a hurry or slightly distracted. Key is to ensure that everybody takes time to get prepared appropriately before starting any job. The affected staff member immediately knew to point this out and I am convinced he will be cautious next time to avoid accidents. - M.H.**

Other Comments: **I consider this closed since I have discussed the incident with the affected staff member and we are in agreement about both what went wrong and how to avoid this from happening. - M.H.**

Corrective Actions Target Date (mm/dd/yyyy) : **12/21/2021** Corrective Actions Complete Date (mm/dd/yyyy) : **12/21/2021**

**EH&S Comments**

## U-WIDE HEALTH AND SAFETY COMMITTEE

11/10/2021 Meeting Minutes | 1:00 p.m. - 2:30 p.m. |

Elected Member*		Appointed Member*		Faculty Senate Member*	
<input checked="" type="checkbox"/>	Ryan Hawkinson (1)	<input checked="" type="checkbox"/>	Mark Pekarek (2)	<input type="checkbox"/>	Ian Bennett
<input checked="" type="checkbox"/>	Carmen Parisi (1)	<input checked="" type="checkbox"/>	Kurt Oglesby (3)		
<input checked="" type="checkbox"/>	Erick Rostad (2)	<input type="checkbox"/>	Beth Hammermeister (4)	<b>Labor Union Member*</b>	
<input checked="" type="checkbox"/>	Tony Colinares (3)	<input checked="" type="checkbox"/>	Liz Kindred, Vice-chair (5)	<input checked="" type="checkbox"/>	Paula Lukaszek, WFSE Local 1488
<input checked="" type="checkbox"/>	Christine Aker (4)	<input checked="" type="checkbox"/>	David Zuckerman (10)	<input checked="" type="checkbox"/>	Ann Aumann, SEIU 925
<input type="checkbox"/>	Anne Sumpter (5)			<input type="checkbox"/>	Amanda Clouser, UAW 4121
<input checked="" type="checkbox"/>	Eric Camp (6)				
<input type="checkbox"/>	Tamara Leonard (6)				
<input checked="" type="checkbox"/>	Martin Arroyo (7)			<b>Proxy*</b>	
<input type="checkbox"/>	Alexa Russo (7)			<input checked="" type="checkbox"/>	Brady Rainey (4)
<input checked="" type="checkbox"/>	Wade Haddaway (8)			<input checked="" type="checkbox"/>	Kris Harrell (7)
<input checked="" type="checkbox"/>	Christopher Barrett (8)	<input checked="" type="checkbox"/> = attended meeting * = voting members <b>13</b> = voting members for quorum			
<input type="checkbox"/>	Alexander Lefort (9)				
<input checked="" type="checkbox"/>	Sheila Prusa (9)				
<input checked="" type="checkbox"/>	David Warren (10)				
Ex-Officio Member		Ex-Officio Member		Env. Health & Safety Member	
<input checked="" type="checkbox"/>	Tracey Mosier, UWF	<input checked="" type="checkbox"/>	Rick Gleason, DEOHS	<input checked="" type="checkbox"/>	Katia Harb
<input type="checkbox"/>	Chris Pennington, UWF	<input checked="" type="checkbox"/>	Felicia Foster, AGO	<input checked="" type="checkbox"/>	Denise Bender
<input checked="" type="checkbox"/>	Steve Charvat, UWEM	<input checked="" type="checkbox"/>	Nancy Gwin, AGO	<input checked="" type="checkbox"/>	Erin McKeown
<input checked="" type="checkbox"/>	Barry Morgan, UWEM	<input checked="" type="checkbox"/>	Ken Nielsen, Risk Services	<input checked="" type="checkbox"/>	Sonia Honeydew
<input checked="" type="checkbox"/>	Lt. Chris Jaross, UWPD	<input checked="" type="checkbox"/>	Susan Wagshul-Golden, UWT	<input type="checkbox"/>	Jenna Gravley
		<input checked="" type="checkbox"/>	Allyson Long, UWB	<input checked="" type="checkbox"/>	Tracy Harvey
				<input type="checkbox"/>	Alex Hagen
Guest					
<input checked="" type="checkbox"/>	David Manley, ALNW				

## Agenda

1. Attendance/Quorum
2. Call to Order
3. Approval of October Meeting Minutes
4. COVID-19 Update
5. Critical Care Above: the Mission of Airlift Northwest
6. Encountering People Living with Homelessness on Campus
7. Organizational Group Reports and Election Updates
8. Union Reports
9. Ex Officio Reports
10. EH&S Updates: L&I and General
11. Good of the Order
12. Adjourn

*Minutes by Sonia Honeydew*

*The meeting was conducted on Zoom to adhere to COVID-19 pandemic protocols per guidance from the Washington State Dept of Health, and the CDC. The meeting was recorded.*

### 1. Attendance/Quorum

Sonia verified that attendance was counted, and quorum was met.

### 2. Call to Order

U-Wide Chair Carmen Parisi called the meeting to order with a land acknowledgement and reminder of our Zoom voting process.

### 3. Approval of October Meeting Minutes

Carmen facilitated a vote; October meeting minutes were approved as is.

### 4. COVID-19 Update

Katia said that after a decline in state and UW cases, UW has a post-Halloween increase. Testing at UW has decreased. UW has no known cases of classroom transmission, but likely transmission between students living together and potentially one workplace transmission.

Boosters are promoted for those 18 or older, two months after the Johnson & Johnson vaccine. Those 65 or older, plus certain additional groups, are eligible for boosters six months after their second Moderna or Pfizer shot. The additional groups include those in healthcare or childcare settings, in security roles or working in residence halls, food service, mailing service, or shuttle drivers. See the [Vaccinate WA Vaccine Locator link](#) and new [article on eligibility](#).

UW's [COVID dashboard](#) now shows vaccination rates. Over 98% of employees are vaccinated, with the same rate among the 94% of responding students. Students who haven't shown proof



of vaccination or received an approved exemption will be unable to register Winter quarter. Unvaccinated employees and students must wear a procedure (not cloth) mask at the University, distance when eating/drinking, and get tested weekly (twice weekly if in a healthcare setting). Affected personnel and their supervisors have been advised, and a monitored test result portal opens soon. To align with the county and state, UW venues and events (except food establishments) now [require a check of vaccination or negative test result](#).

## 5. Critical Care Above: the Mission of Airlift Northwest

Liz Kindred introduced David Manley, the Program Safety Officer of Airlift Northwest and member of HSC-5. David's background is flight paramedicine, and he specializes in critical care.

Airlift Northwest was founded in 1982 by a doctor at Harborview (the level one trauma and burn center for WA, WY, AK, MT, and ID). They have flown over 130,000 patients. They have eight bases over two states, five helicopters and a backup, two airplanes in WA and a plane in Juneau. All of the aircraft are medically configured.

Recently with COVID-19 causing capacity issues, the majority of their calls are hospital ICU/emergent transfers, often bringing very sick patients to a higher level of care. They also provide pre-hospital (911) response, disaster response and event standby. With the expertise of UW Medicine and HMC backing them, they have specialty pediatric and cardiac transport teams, participate in cutting edge research, and have quarterly ongoing education. On every flight they carry whole blood, have iSTAT lab capabilities, and stock critical care formulary.

The emergency response environment is innately stressful, and their employees work in complex and dynamic environments, dealing with multiple unknowns and partnering with diverse teams. Their top employee safety hazards are infectious disease transmission (they were a leader in COVID transport protocol), ergonomic injuries (moving patients and equipment, and working in cramped spaces), fatigue and resilience (coping with vibration, temperature extremes, altitude changes and dehydration), and transportation safety (training, compliance, and night vision).

Strategies include safety naps, hydration, fatigue time-outs, and "3 to go, 1 to say no go." Their built environment provides a framework for managing risk, and they follow Just Culture and TeamSTEPPS principles. Safety surveillance and communication channels are active 24/7.

## 6. Encountering People Living with Homelessness on Campus

Lt. Chris Jaross of UWPD explained that we don't have homeless encampments on campus, but we have transient homelessness. We have people who find their way into buildings and may stay one or more nights. When staff find campers, they should call UWPD, and UWPD will make contact with these individuals. UWPD responds to 911 calls and can provide King County Crisis Intervention Team (CIT) services, including a night in a shelter or a bus pass. UWPD may also call in other specialized resources.



There are some people who choose not to take advantage of area resources, for example one person has been on campus at least 21 years. The person steals lunches, takes showers, etc, and UWPD can't trespass this person anymore; arresting and charging the person is no longer a solution. The person was briefly in temporary housing but returned to campus.

Carmen asked if the UW-hosted Tent City had any impact to the campus. Chris said there may have been a slight rise in car prowls, but that tent cities are very structured, with strict rules and internal policing. UW had no issues with Tent City and will host them on campus again. Sonia heard someone who worked near it suggest that it improved UW's local security.

Tony asked how to approach a person in the HUB who you suspect is homeless or not safe. How might you ask them to use a mask or leave the premises without agitating them? Chris said UWPD does not proactively look for people who seem "out of place", because that's too difficult to determine. Instead UWPD responds to community calls about people inside buildings or causing disturbances. Officers are trained through the Academy and CIT in de-escalation, but they can't rely on CIT to deal with psychological and emotional issues.

Sonia asked about advice for people on campus early or late. Chris recommended traveling in pairs and using a flashlight. Be aware of your surroundings; don't be looking down at your cellphone or wearing headphones (which decrease your spatial awareness). Sonia asked whether UWPD had a special relationship with custodial staff who may encounter campers. Chris said UWPD often receives secondhand calls from supervisors but encourage custodians to call UWPD directly. Sonia asked whether the Husky Nightwalk program was well utilized. Chris said UWPD is revamping it to increase use, since there are more people back on campus.

Christine asked about advice for staff working late or early, who encounter someone inside a building. She cited the recent incident of an intruder with a knife in a lab. Chris suggested that if you're working alone and can do so, close and lock your door (and draw your shades), including when you leave to go to the restroom or get food. Tell your coworkers when you'll be working after hours alone. Chris said that people find their way into areas that are supposed to be locked. If someone seems unsafe, call UWPD with your best description. UWPD will make the determination whether that person is supposed to be there. Don't confront the person, especially if they don't seem OK. The intruder with the knife was likely trying to find laptops to steal and was startled when confronted.

Christine asked when it would be appropriate to pull the evacuation alarm. Chris said only in a fire or a drastic emergency when you are scared for your life, but if you can't get through to 911 for some reason, pulling the fire alarm will get the police there. Chris invited any additional questions via email to [cjaross@uw.edu](mailto:cjaross@uw.edu).

## 7. Organizational Group Reports and Election Updates





**HSC-1:** Ryan reported they brainstormed ideas for how to encourage on-time OARS reports (within 24 hours of the incident). Central HR could remind departmental HR. It could also be emphasized in supervisor trainings, internal communications, and websites. HSC-1 elections are still in the nomination process (the deadline was extended to 8am Monday).

**HSC-2:** Mark reported that the Project Delivery Group was ensuring the contractors they had on campus were complying with the state vaccine mandate. Erick Rostad, the HSC-2 Election Coordinator, is leaving UW next Tuesday so they'll need a replacement. Sonia mentioned that Erick shared the short list of nominations received so far, and UWF may need clarifying communication about the nomination deadline.

**HSC-3:** Kurt reported that HSC-3 is still in the nomination phase and responses have been sparse despite two reminders.

**HSC-4:** Christine reported much discussion about the J-wing intruder incident, which involved a Bunsen burner, a knife, and spilled chemicals. EH&S considers it a serious incident and is performing a Root Cause Analysis. The person has been banned from campus, per HSB security. Reminder: don't let anyone follow you into a secure area. Keep your doors locked. HSC-4 elections at some schools are complete and others are midway. The School of Medicine lacks historical knowledge so we're seeking assistance from our Executive Sponsor.

**HSC-5:** Liz reported they discussed hospital staff COVID cases -- mostly community transmission, but it does affect staffing levels. Their Employee Health provides rapid testing for staff who suspect they may have allergies and want to rule out COVID. In the past month Harborview piloted a program for UW Medicine where any visitor must show proof of vaccination or recent negative test. They now require visitors where procedural masks rather than cloth masks. There was discussion of inclement weather planning, with the windy October and November. Don't forget to get your flu shot; we're at 65%. Both UWMC and HMC have determined their election winners.

**HSC-6:** Eric reported that they have a new Election Coordinator, many nominees, and next week will discuss the election phase.

**HSC-7:** Martin reported they had a presentation on campus traffic issues partly caused by construction. Alexa Russo has left the University and Kris Harrell is the elected replacement. They discussed ergonomics. They had a member of ASUWB in attendance. Their elections are complete, thanks to Allyson and their Executive Sponsor, who supported the election process vocally at a couple meetings. HSC-7 awaits the list of appointees from the Executive Sponsor.

**HSC-8:** Chris reported that Sonia gave a quick presentation on metrics in Tableau. Their election is complete and they emailed winners information about what to expect at the January meeting. They are 95% done with the list of appointed members; Chris needs verification from the Executive Sponsor that all groups are represented, and a response from



Faculty Council about whether they want to appoint someone. Everything should be done by December 1<sup>st</sup>.

**HSC-9:** Sheila did not attend the HSC-9 meeting. Per Sonia, Michael Glidden said they're about to send out the Catalyst survey for the election.

**HSC-10:** David Warren reported they reviewed the election process. They had two OARS reports that were COVID exposures on a ship because the captain contracted by NOAA did not follow COVID protocol (refused to wear a mask and claimed to be vaccinated but was not). People had questions about proper responses, but the federal government is following up. HSC-10 elections are being run within each group. David's has closed nominations and the elections are beginning.

## 8. Union Reports

Paula described a concern about private contractors not wearing masks in new buildings on campus, in spaces where UWF employees are working. She wondered if managers know how to follow up. Paula asked if anyone is checking up on contractors and who could be contacted. Denise Bender responded that EH&S can check Purchasing's list of the contractors who have declared they have a program in place to verify proof of employee vaccination. We can go to the hiring manager for the contractor and have them assure that the contractor is following their COVID prevention plan, in addition to the UW's face covering policies.

Ann Aumann asked whether there was a general clause in OSHA to cover contractors on campus who may have a policy they're not enforcing. Denise responded that it is a governor's mandate, and we have authorization to prevent them from coming on site if they're not compliant. Katia confirmed that; if they're not following our rules for face coverings or the vaccine mandate, we have a responsibility to ask them to leave or change their behavior to be compliant. If people are comfortable doing so, they can ask them to mask up. With contractors there is the additional layer of finding out who hired them. We have already followed up with a few companies in situations like this.

Denise said she'd recently received several "Report a Concern" reports (submitted online) and has been able to go to departmental leadership to have them correct the behavior observed (mostly lack of face coverings).

Paula also asked about a class in the training center earlier today, where eating is not allowed. A class member ate candy through the class and was not wearing their mask. Tracey Mosier said anyone seeing that behavior, if they're not comfortable asking the person directly to wear their mask, should tell the instructor or the front desk.

## 9. Ex Officio Reports

**UW Facilities:** Tracey had nothing to report.



**Emergency Management:** Barry mentioned yesterday's mix-up in communications in the weather alerts from federal agencies and local governments. Severe weather events are more frequent now, so Emergency Management and Crisis Communications may increase communications regarding weather emergencies. They encourage everyone to check which geographic area is covered by the alert, since you may be at work and get an alert for your residential area.

UWEM has a Business Continuity Teams site, where business continuity planners can get a basic introduction to business continuity and Husky Ready. Please reach out to Barry at [bm1933@uw.edu](mailto:bm1933@uw.edu) for an introduction; winter is coming so business continuity is important. Also, if you have a seat in the Emergency Operations Center (EOC) or are part of an EOC, please reach out for monthly training on basic responsibilities and roles in the EOC.

**DEOHS:** Rick Gleason had nothing to report.

**AGO:** Nancy Gwin had nothing to report.

**Claim Services:** Ken Nielsen had nothing to report.

**UW Bothell:** Susan Wagshul-Golden had nothing to report.

**UW Bothell:** Allyson reported that after a recent OARS report, she created a [Paper Cutter Safety Focus Sheet](#). Building coordinators posted them on safety boards and in copy rooms.

## 10. EH&S Updates: L&I

Erin reported an L&I concern having to do with wheel maintenance on hospital linen and garbage carts, which can weigh up to 700 pounds each. A cart maintenance SOP has been produced and employees have been trained on how to take carts out of service for repairs. There are still four COVID-19 related L&I cases in negotiation with the Board of Appeals.

### EH&S Updates: General

Erin reported that EH&S has five open positions: an Administrative Assistant and Program Operations Specialist within Occupational Safety and Health, two Lab Safety Inspector openings, and one Biosafety Officer opening.

EH&S has updated the Confined Space Entry program and the initial and refresher training courses. We also released a new training course for supervisors and incident investigators who need to find correctable root causes and corrective actions when reviewing incidents and injuries.

Denise commented that in response to OSHA's Emergency Temporary Standard for Healthcare Workers (effective in June), the state is developing its own standard by Thanksgiving. This is



related to UW appeals of citations at the hospitals regarding N95s and social distancing. We'll need to look at our COVID prevention practices where medical care is provided, including Dentistry.

Denise also said that monthly and quarterly metrics for Near Miss reporting and On-time reporting look really good across the committees. We are very close to meeting our goal of 70% of reports being submitted within 24 hours actually exceeded our goal of 10% for near miss reporting at one point. We appreciate the committees encouraging Near Miss and On-time reporting as it is being reflected in the metrics. Erin commented that Christine Aker in HSC-4 is particularly good about emphasizing if reports are on-time in the committee reviews.

Sonia asked that all group representatives think about their HSC's top achievements from the 2020-2021 term and bring those comments to the December U-wide report-out.

#### **11. Good of the Order**

Carmen asked for any comments for the good of the order. There were none.

#### **12. Adjourn**

U-Wide Chair Carmen Parisi adjourned the meeting early at 2:17 pm.

## U-WIDE HEALTH AND SAFETY COMMITTEE

12/8/2021 Meeting Minutes | 1:00 p.m. - 2:30 p.m. |

Elected Member*		Appointed Member*		Faculty Senate Member*	
<input checked="" type="checkbox"/>	Ryan Hawkinson (1)	<input checked="" type="checkbox"/>	Mark Pekarek (2)	<input type="checkbox"/>	Ian Bennett
<input checked="" type="checkbox"/>	Carmen Parisi (1)	<input checked="" type="checkbox"/>	Kurt Oglesby (3)		
<input type="checkbox"/>	Erick Rostad (2)	<input type="checkbox"/>	Beth Hammermeister (4)	<b>Labor Union Member*</b>	
<input type="checkbox"/>	Tony Colinares (3)	<input checked="" type="checkbox"/>	Liz Kindred, Vice-chair (5)	<input checked="" type="checkbox"/>	Paula Lukaszek, WFSE Local 1488
<input checked="" type="checkbox"/>	Christine Aker (4)	<input checked="" type="checkbox"/>	David Zuckerman (10)	<input checked="" type="checkbox"/>	Ann Aumann, SEIU 925
<input type="checkbox"/>	Anne Sumpter (5)			<input type="checkbox"/>	Amanda Clouser, UAW 4121
<input checked="" type="checkbox"/>	Eric Camp (6)				
<input type="checkbox"/>	Tamara Leonard (6)				
<input checked="" type="checkbox"/>	Martin Arroyo (7)			<b>Proxy*</b>	
<input type="checkbox"/>	Alexa Russo (7)			<input checked="" type="checkbox"/>	Stacia Green (9)
<input checked="" type="checkbox"/>	Wade Haddaway (8)			<input checked="" type="checkbox"/>	Kris Harrell (7)
<input checked="" type="checkbox"/>	Christopher Barrett (8)	<input checked="" type="checkbox"/> = attended meeting * = voting members <b>13</b> = voting members for quorum			
<input checked="" type="checkbox"/>	Alexander Lefort (9)				
<input checked="" type="checkbox"/>	Sheila Prusa (9)				
<input checked="" type="checkbox"/>	David Warren (10)				
Ex-Officio Member		Ex-Officio Member		Env. Health & Safety Member	
<input checked="" type="checkbox"/>	Tracey Mosier, UWF	<input checked="" type="checkbox"/>	Rick Gleason, DEOHS	<input checked="" type="checkbox"/>	Katia Harb
<input checked="" type="checkbox"/>	Chris Pennington, UWF	<input type="checkbox"/>	Felicia Foster, AGO	<input checked="" type="checkbox"/>	Denise Bender
<input checked="" type="checkbox"/>	Steve Charvat, UWEM	<input checked="" type="checkbox"/>	Nancy Gwin, AGO	<input checked="" type="checkbox"/>	Erin McKeown
<input checked="" type="checkbox"/>	Barry Morgan, UWEM	<input checked="" type="checkbox"/>	Ken Nielsen, Risk Services	<input checked="" type="checkbox"/>	Sonia Honeydew
<input checked="" type="checkbox"/>	Lt. Chris Jaross, UWPD	<input type="checkbox"/>	Susan Wagshul-Golden, UWT	<input type="checkbox"/>	Jenna Gravley
		<input checked="" type="checkbox"/>	Allyson Long, UWB	<input checked="" type="checkbox"/>	Tracy Harvey
				<input type="checkbox"/>	Alex Hagen
Guest				<input checked="" type="checkbox"/>	Mark Volkert
<input checked="" type="checkbox"/>	Robert Lewis, HMC				

## Agenda

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2. Call to Order
3. Approval of November Meeting Minutes
4. COVID-19 Update
5. De-escalation Training
6. Organizational Group Reports and Term Accomplishments
7. Union Reports
8. Ex Officio Reports
9. EH&S Updates: L&I and General
10. Good of the Order
11. Adjourn

*Minutes by Sonia Honeydew*

*The meeting was conducted via Zoom and was recorded.*

### 1. Attendance/Quorum

Sonia verified that attendance was counted, and quorum was met.

### 2. Call to Order

U-Wide Chair Carmen Parisi called the meeting to order with a land acknowledgement and reminder of our Zoom voting process.

### 3. Approval of November Meeting Minutes

Carmen facilitated a vote; November meeting minutes were approved as is.

### 4. COVID-19 Update

Katia reported that the Husky Coronavirus Testing Program (HCTP) positivity rate is 0.2% (below local and state rates). Most are breakthrough cases (fully vaccinated people); UW will start tracking breakthrough cases for those with a booster (zero or one case so far). UW still has no classroom transmission cases, and the post-Thanksgiving case increase was low, but cases should rise after winter break. UW is promoting testing before and after winter break.

The Omicron variant of concern has reached Washington state. Campus COVID safety measures emphasize vaccine boosters (per the CDC) and promote flu shots. Per our [public dashboard](#), UW employee and student vaccination rates are both over 98% (with 95% of students reporting). This reduces the risk of transmission, hospitalization, and death.

On November 29<sup>th</sup>, UW began the required test reporting program for our approximately 300 employees with approved medical or religious exemptions to vaccination. They also must (1) distance while eating and drinking, and (2) wear a medical procedure mask rather than cloth



mask at work. We've only identified two positive cases in this group so far but are still entering people into the program. In Winter Quarter, unvaccinated students will start entering this program and be advised of the masking and distancing requirements.

Katia reminded us of EH&S' COVID-19 Response and Prevention email, [covidEHC@uw.edu](mailto:covidEHC@uw.edu), the [UW Coronavirus page](#), and [EH&S COVID Resources page](#) with more user-friendly [FAQs](#).

## 5. De-escalation Training

Liz Kindred introduced Robert Lewis, the Workplace Violence Prevention Manager for Harborview Medical Center. Robert's training follows in summary form.

Workplace violence is a known hazard for healthcare employees, who may be seeing people on the worst day of their lives, or seeing people with mental illness, traumatic brain injury, or addiction problems who may not know what they're doing. Harborview is a trauma center treating the most vulnerable populations of our society, with four locked psychiatric units, one of the largest outpatient mental health programs, and the Involuntary Treatment Act Court.

In 2006 Harborview standardized a de-escalation training program. They began with vendor CPI's Nonviolent Crisis Intervention training for the Emergency Department, Psychiatry, and Security. This unified education provided such good results that they expanded the program to all staff.

In staff orientation, basic Workplace Safety teaches how to (1) recognize early stage "Behaviors of Concern," (2) start the process of de-escalation to help people who are in crisis, and (3) resolve or refer events. The basic concepts of de-escalation are to supportively validate their concerns, offer options to assist them, and connect them to resources. Employees should engage safely from a customer service perspective. If the situation escalates, if attempts to support fail, or if there are threats or acts of violence, the employee should remove themselves and call security or 911.

The last 15-20 years of data shows that 98% of the violence comes from the patient population, so HMC focuses de-escalation training where care and treatment is given. Trained employees can anticipate the need for additional help with de-escalation, and better evaluate the situation and understand when to leave and call security if they encounter the 2% of the violence that occurs outside in parking garages, streets, and sidewalks.

In 2019, per nurses' request Washington state required that healthcare organizations provide an *enhanced* de-escalation training plus enhanced workplace violence comprehensive education, ensure at least 50% of Workplace Violence committee members are elected, and expand the definition of workplace violence. In response, Harborview created a popular new four-hour training for Workplace Violence Prevention and De-escalation.

The new enhanced training uses components of the CPI course but follows recent shifts to a "trauma-informed care" version of de-escalation, since we now understand that escalated behavior often stems from trauma. Rather than just trying to stop or change the behavior in



the moment and set limits on behavior by stating what is and is not OK, trauma-informed care de-escalation focuses on helping the person through the behavioral crisis in a way where they can regain self-control. Our new training is now mandatory for all staff, taught to 900 HMC employees over Zoom in 2021, and hopefully the rest in 2022. We also plan to start some in-person training with role play exercises for staff working with patients in person.

De-escalation is just a tool. It's an extension of the security program. We are continuing to improve our program, but also stay within compliance with changing laws. Security is a collaborative effort from everyone, from first witnesses knowing who to call to collaborative assistance for the individual in crisis.

Liz asked for an example of trauma-informed care when dealing with an escalated patient. Robert said rather than telling the patient "Calm down, you can't behave that way" while they're amid a crisis and they are not in a frame of mind where they can self-regulate, staff should remain at a safe distance and try to help them through the crisis by asking, "What do you need right now? Clearly, you're upset. Maybe we have someone here who can help you with what you need." Work on identifying the source of their crisis rather than trying to change their behavior. Then they can self-regulate and communicate better.

Kurt asked whether Robert was aware of any other de-escalation programs around campus that aren't centered on healthcare, for example something applicable to dealing with people in the HUB refusing to follow COVID protocols, or for addressing homeless people in the HUB.

- Robert recommends the shorter Nonviolent Crisis Intervention course, which he still teaches at HMC even though they're also doing the newer course for compliance.
- The basic CPI course has a simple step-by-step framework that would be useful for non-clinicians to develop effective skills. Also, there are many CPI instructors in UW Medicine; you might join one of their classes or ask them to come teach a class.
- There are also a couple different programs available for free on YouTube, which give a framework for how to respond to certain situations.
- Safe Campus has great Violence Prevention training, applicable to any environment, but not a de-escalation course.

Chris Jaross said UWPD employees take Crisis Intervention Training through the Criminal Justice Training Commission (40 hours, by King County) but UWPD doesn't offer a de-escalation course to UW employees. Christine pointed out that Bridge has HSAS&F De-escalation Training for Health Sciences security staff. You can copy that course in Bridge.

Robert said Kurt should probably start a program at the beginning of 2022, as pandemic trends indicate staff are burned out and this type of education is very helpful.

## 6. Organizational Group Reports and Term Accomplishments





Katia prefaced group reports by thanking everyone, on behalf of EH&S and the Executive Office at the university, for their service this term. She said U-wide members' leadership and commitment to health and safety has been essential to the community, especially during the pandemic by helping committees, departments, and leadership remain informed with timely information. Notable term achievements included helping to update the Accident Prevention Plan (UW's foundational health and safety policy document); helping update the U-wide charter to incorporate Diversity, Equity, and Inclusion; and supporting the reorganization of our HSCs and the transformation of the OARS viewing process. UW is one of the few universities in the country with this type of health and safety network. U-wide members are very important stewards for safety, spreading a message that improves the proactive, compassionate, and empowered safety culture of UW.

**HSC-1:** Ryan reported HSC-1 election nominations are under review as they prepare the election. Term accomplishments included taking in many smaller groups from HSC-2 and learning how they work with each other so representation would be appropriate. They also received parts of HSC-4 including EH&S and WANPRC, and thus became a very diverse HSC that reviews animal bites and boat accidents. Ryan appreciates the diverse participation.

Sonia added that she's impressed that such a large group is so well organized (credit to their leadership); their election was very well run (identifying all sub-units and verifying representation); and HSC-1 is a very inclusive, engaged, and a positive group.

**HSC-2:** Mark reported that their Election Coordinator left UW, delaying their election process. Their big term accomplishment was approving their charter with amendments.

Sonia called out the way the HSC-2 attendance roster highlights voting members so it's easy for the Chair to count quorum. She also appreciated that HSC-2 made a major effort this year to increase participation in OARS reviews; and that their Executive Sponsor emailed all UWF staff to emphasize the value of HSC-2 and encourage election participation.

Chris Pennington added thanks to Mark for stepping up to be their Chair and doing a fabulous job managing representatives for a very complex organization. She said Mark will be missed but built a great foundation to help next term's members hit the ground running.

**HSC-3:** Kurt reported that they have election nominees and hope to get the ballot out later today or tomorrow. Their biggest term accomplishment was getting the Hall Health window wells covered so no person or animal will fall into them.

Sonia added that HSC-3 had a few great presentations well received by the members, worth mentioning because it might inspire other groups next year: Jason Goodrich from SafeZone and Brandon Kemperman addressing seasonal heat and wildfire smoke. Sonia also appreciated HSC-3's discussion of the falling slate roof tiles, and in general their members' responsibility and action to follow up on root cause analysis and corrective actions.



**HSC-4:** Christine reported next week they'll catch up on OARS reports and add the DEI language into their charter. Elections are at different levels of completion as they are run separately by the five Health Sciences schools plus HSASF and a few other small units. School of Medicine will email about elections this week or next.

Term accomplishments include being a very active group that met quorum all months but one, and using Microsoft Teams to share resources internally. During the pandemic they reviewed chemical safety resources such as exposure and spill response protocols, what PPE to use when disinfecting, Hazard Communication, SDS sheets, and MyChem. They started using the Tableau dashboard for a quarterly review of HSC-4 trends, and to track On-Time Reporting and Near Miss statistics. They noted that in 2020 HSC-4's On-Time reporting was above the target at 75% (up from 2019) and their Near Miss reporting was below target at 6.6% but trending up.

Sonia added that Christine is a master of managing a lot of information very efficiently, reviewing every one of HSC-4's many OARS reports. She calls out the On-Time Reporting status of each OARS report, and HSC-4 catches location mistakes in OARS reports.

**HSC-5:** Liz reported their election resulted in a nice mix of nursing staff and security. The medical centers are seeing less COVID transmission but had an outbreak in November. Many COVID exposures now are staff-to-staff, as staff are burnt out and want to talk and eat with each other. UW Medicine seeks to improve staff resilience through opportunities to debrief together, therapy dogs, and even a miniature therapy pony. Flu shots are encouraged.

This term Northwest Hospital and UW Neighborhood Clinics were incorporated into HSC-5, representing about 3k more staff, and the HSC-5 Executive Sponsor changed. Employee Health teams at both campuses have done a lot of good work -- Harborview's team went from two to six, handling all contact tracing, vaccination tracking, and respirator fit testing. Like health care institutions across the state, they've had several L&I inspections and are improving at them.

Sonia complimented how each hospital shares fascinating monthly slides summarizing accident statistics. Liz said Harborview can easily have more than a hundred reports a month so they break it down into statistics and highlight trends or interesting events.

**HSC-6:** Eric reported that their OARS reports are increasing, and they had a membership change. Their election is resolved other than a tie for the tenth spot. HSC-6 represents a diverse 25,000 students and staff in the College of Arts and Sciences. Remote school and work changed the nature of OARS reports, with safety focused more on mental health, but with the return to in-person classes OARS reports have normalized as people relearn onsite safety.

Sonia noted HSC-6 shows good DEI awareness, exemplifying that it's everyone's job to speak up when they see an opportunity to improve our systems or communication for better DEI.



**HSC-7:** Martin reported they haven't met since the last U-wide. Their term accomplishments included Allyson's great support in terms of presentations and expertise, regular new topics and focus on near misses. Sonia added that Allyson's PowerPoints provide very engaging visual information regarding OARS reports and monthly safety topics. Also, HSC-7 did well in reaching out to new faces for their election and added an ASUWB member for a student perspective.

**HSC-8:** Chris reported their elections are complete; they just await one Faculty Council appointment. Term achievements included navigating a change in Executive Sponsor early in the term, and building a good structure for the HSC. Sonia added that it was quite impressive how HSC-8 went from knowing nothing about the election process to being the first to complete theirs. Also, this group increasingly dug into root causes and corrective actions.

**HSC-9:** Alexander reported that they found an issue with sharps disposal and are working with EH&S for new routing. They reviewed the APP and provided suggestions. They encouraged taking the Five Whys training, which emphasizes improving the institution and protocols rather than blaming employees. The December meeting is cancelled. Election voting is finished.

Term accomplishments included having a very active group who asked great questions to discover holes in UW policies, plus opportunities to better define UW roles and responsibilities. They improved their use of Five Whys analysis in OARS reviews. They migrated shared documents from Google drive to OneDrive, and switched to teleconference meetings, which may continue as a more accessible option for members from many different buildings. They added the U-wide's DEI statement to their charter. Computer Science and Engineering received a Lab Safety Innovation award. Human Centered Design & Engineering successfully created their most complex lab, in Sieg.

Sonia noted examples of Group 9 identifying issues relevant to the whole campus: (1) problems with the equipment surplus process, and (2) the problem with the old sharps disposal routing. The College of Engineering has all the hazards so they're in a great position to identify safety issues, but that only works because their HSC members are so engaged.

**HSC-10:** David Warren reported that each subgroup ran their own election, and were all done by early December. They decided next term's members should add the DEI charter amendment. Their term accomplishments were a committee mailing list, and excellent departmental health and safety management and communication with EH&S. As a result, the many employees represented by HSC-10 who continued to work onsite contracted very few cases of COVID. David Zuckerman added that they really appreciated Eleanor Wade's Root Cause Analysis presentation in April regarding safety concerns on the RV Thompson.

HSC-10 also started a funded Safety Suggestion Box, accessed on the Dean's website, which accepts anonymous suggestions. HSC-10 has already funded one. Sonia said that in addition to the Safety Suggestion Box, HSC-10 reviews the OARS dashboard trends and lab safety dashboard trends to identify targets for accident prevention.

## 7. Union Reports

Paula reported there had been some issues around confined space and Lockout Tagout, but they have since been resolved.

Paula mentioned issue around small contractor firms doing small jobs in our buildings who aren't masking up. She asked for the best way to route such immediate concerns. Denise recommended submitting via the "Report a Concern" button on the [EH&S main page](#), with as much detail as possible, especially the name of the business, the location, and any photos. It can be anonymous. Then EH&S can reiterate UW's policy to the contractor.

## 8. Ex Officio Reports

**UW Facilities:** Tracey Mosier and Chris Pennington had nothing to report.

**Emergency Management:** Steve pointed out President Cauce's December 2<sup>nd</sup> announcement that the university is [reimagining safety at the UW](#), reorganizing UWEM with UWPD and Safe Campus to create a one stop shop for safety functions. This is relevant to this group; please submit suggestions and comments at the link.

Barry said it's a La Nina winter (cooler and wetter than normal) for the second consecutive year, which statistically means eight inches of snow this winter, but a big storm could bring more. In the news today, the earthquakes off the coast of Oregon from the Blanco Fracture Zone (a strike slip zone -- moves laterally and does not have tsunami potential) is a good reminder to make your personal earthquake preparedness plans.

**UWPD:** Chris Jaross reported (earlier in the meeting) that over the past month 7-8 Motor Pool cars were stolen, which they are slowly recovering. As a reminder, please remove valuables from cars, lock car doors, and take your keys. Also, UWPD has been moving the light stanchions around in lot E12, to balance parking lot safety with the problem of glare into residences across the water. They think it's resolved but feedback is welcome. They prefer lighting that doesn't have to be refueled 2-3 times per week.

**DEOHS:** Rick Gleason commented that violence exists in the workplace beyond patient care settings; late night retail store clerks must be trained not to fight back in a robbery. We don't have much cash here on campus but still important. Also, 21 years ago a professor in the medical school was killed by his student, who then killed themselves. And in 2007 Rebecca Griego was killed at Schmitz Hall by an ex-boyfriend who killed her and then himself. If you are ever threatened, please report it to your supervisor and UWPD so they can deal with it and take precautions. Sonia's suggested to report it to Safe Campus.

**AGO:** Nancy Gwin had nothing to report.



**Claim Services:** Ken Nielsen had nothing to report.

**UW Tacoma:** Susan Wagshul-Golden was not present.

**UW Bothell:** Allyson reported that one of their lab members received a Lab Safety Innovator award. Over the last year UWB and Cascadia research safety has coalesced with great teamwork and transparency. The UWB Campus Safety Team has been trained in de-escalation techniques. (Unfortunately, this team receives a lot of passive aggressive bias while they are trying to provide safety service.) They've been tracking the number of COVID prevention supplies provided by UWB Facilities: about 500 face masks per week but not much hand sanitizer or sanitizing wipes; it seems most people aren't using those wipes after classes or meetings – perhaps there could be some messaging on that.

## 9. EH&S Updates: L&I

Erin reported four ongoing L&I cases in appeal having to do with face masks and social distancing. She said there were five new L&I new in November. One has to do with social distancing, another with rodents in a building on the Tacoma campus, another with electrical cords at a COVID test site, a fall from a ladder on a research vessel, and an outbreak of COVID-19 at HMC.

### EH&S Updates: General

Denise pointed out the announcement of the [December 15<sup>th</sup> Lab Safety Awards and Innovation Event](#), and that the December [EH&S external newsletter](#) has a number of interesting articles. The new [Biosafety Manual is online](#) now, the [updated Lab Safety Manual is available](#), and the [COVID training](#) has been updated regarding vaccination requirements.

We have a Biosafety officer position open, a temporary lab safety inspection position open, and hopefully are about to hire an Admin Assistant and a Lab Safety Specialist. Tracy Harvey chimed in that they are pleased the Lab Safety Specialist position will be permanent.

## 10. Good of the Order

Carmen appreciated hearing all the group reports, and Sonia said there isn't enough time to express all her gratitude. Liz thanked Sonia and Carmen for their work and their commitment. Erin thanked Liz and Carmen for all their work chairing and arranging for so many excellent presentations over the past two years.

## 11. Adjourn

Carmen adjourned the meeting at 2:30 pm with "Happy Holidays and Happy New Year."

## University-Wide (U-Wide) Health and Safety Committee Meeting Agenda

**December 8, 2021**  
**1:00 p.m. – 2:30 p.m.**  
**Zoom (screen required)**

<b>Agenda Item</b>	<b>Lead</b>	<b>Process</b>	<b>Time</b>
Attendance/Quorum	Sonia Honeydew	Verify quorum per Zoom gallery count	3 min
Call to Order	Carmen Parisi	Robert's Rules of Order	2 min
Approval of Meeting Minutes	Carmen Parisi	Discussion	5 min
COVID-19 Update	Katia Harb	Presentation	15 min
De-escalation Training	Robert Lewis, Workplace Violence Coordinator, HMC	Presentation	15 min
Organizational Group Reports* and Term Accomplishments	Committee members	Discussion	20 min
Union Reports	Union representatives	Discussion	5 min
Ex Officio Reports	Ex-Officio members	Discussion	10 min
EH&S Updates L&I Update General Updates	Erin McKeown Denise Bender	Discussion	10 min
Good of the Order	Carmen Parisi	Discussion	5 min
Adjourn	Carmen Parisi	Robert's Rules of Order	

\*Organizational Group Reports include topics covered at their most recent meeting.

**Please send ideas for agenda items to Carmen Parisi and Liz Kindred at least 2 weeks prior to the scheduled meeting.**