



SIGNIFICANT BEHAVIORAL INCIDENT DECISION TREE

Revised: April 2014

The decision-making process that is required to determine whether an event rises to the level of a reportable incident can be confusing. This is particularly true for behavioral events. The following are some questions that can help you determine whether an event is reportable.

1. Did the event occur at the program site? Is it covered in a behavior plan where data are kept and plans are changed based on that data? If so, the event may not need to be reported through HCSIS.
2. Did the event occur in the community? If yes, could the individual's actions cause a negative impact in the community? If yes, the event should be reported.
3. Did additional staff need to be called to manage the situation and keep people safe beyond the staff scheduled to work with the individual? If yes, the event should be reported.
4. Were the police involved in the event in any capacity? If yes, the event should be reported.

The following are two scenarios with guidance as to what attributes determine whether each scenario is reportable.

BASIC SCENARIO #1: An individual goes into a local store and asks a customer for money. An employee or staff member informs the individual that they can't ask customers for money that the individual needs to leave the store.

The event is not reportable if:	The event is reportable if:
Once confronted by the employee or staff, the individual willingly leaves. There is no further interaction with store employees.	Once confronted, the individual becomes angry and starts swearing at the store employee or staff.
This is a first time event and the individual is easily redirected. Interaction with store employees is minimal.	This has occurred often and although the person is willing to leave, store employees are threatening to call the police if this happens again and/or telling the person he/she cannot come back into the store.
Individual is cued not to beg for money and leaves the store with staff. Store employees and/or other patrons are not involved.	<ol style="list-style-type: none"> 1. The individual becomes outraged at being cued not to beg for money and refuses to leave, yells at staff and impacts patrons and employees of the store. 2. Individual agrees to leave with staff but store employee or other patron calls the police.



BASIC SCENARIO #2: An individual becomes angry and has a physical encounter with another person, or exhibits unsafe or aggressive behavior.

The event is not reportable if:	The event is reportable if:
<p>Individual #1 becomes angry with a peer and punches peer in the arm with no injury. Staff direct individual away from peer. Peer is a little upset but quickly returns to his general routine. Or, individual #1 is confronted by staff and apologizes to peer, and the peer accepts the apology.</p>	<ol style="list-style-type: none"> 1. Individual assaults a peer, causing injury that requires treatment. 2. Individual tries to hurt peer with a dangerous weapon, such as a knife. 3. Peer is very upset at being assaulted and begins exhibiting behavioral difficulties requiring staff intervention. 4. Peer remains angry at being hit and calls the police.
<p>Individual becomes angry at staff and begins assaulting or threatening to assault them. Individual is redirected and calms down. Staff members do not need medical treatment.</p>	<ol style="list-style-type: none"> 1. Individual assaults or threatens to assault staff and staff call 911 to ensure everyone's safety. 2. Individual assaults staff, causing injury requiring medical treatment beyond first aid.
<p>Individual displays aggressive behavior, and staff members call the House Manager. The House Manager has a very good relationship with the individual, and staff would like the House Manager to speak with the individual to more easily diffuse the situation. The House Manager talks with the individual on the phone and calms the individual.</p>	<p>Individual displays aggressive behavior and staff members working with the individual feel they cannot ensure safety. Staff calls for additional staff members to come to the site of the event to help address the situation.</p>
<p>Individual demonstrates dangerous behavior at the program site. Staff members are able to redirect the individual, which diffuses the situation so that the individual returns to normal routine.</p>	<p>Dangerous behavior begins at the program site. The individual leaves the site and has a negative interaction with neighbors or other people from the community.</p>
<p>Individual becomes agitated while waiting to buy movie tickets. Individual pushes at the person in front of him. Staff and/or individual quickly apologize. Person is not upset and event ends.</p>	<p>Individual pushes the person in front of him. The person becomes upset and complains or threatens or does call the police.</p>

Reminder: If you are not sure, ask. Start with your supervisor or the Service Coordinator. By discussing questionable situations, we can become more consistent in reporting.