

Title:	<b>Trespass Warning Notice Policy</b>
Department/Committee:	<b>Safety Committee</b>
Owner:	<b>KANNAS JR, JOHN (JMKQ02)</b>
Approved By:	<b>KANNAS JR, JOHN (JMKQ02) on behalf of the Safety Committee</b>
Effective Date:	<b>05/14/2025</b>
Document Type:	<b>Policy</b>

### **PURPOSE:**

**Duty.** Ely-Bloomenson Community Hospital ("EBCH") recognizes its duty to safeguard its patients, staff, others on its property, the property itself and its contents, and EBCH's operations. In support of this duty, EBCH desires to provide an environment free from misconduct that disrupts or imperils persons or property and desires to have a policy for barring persons engaged in misconduct from EBCH's property.

**Conflicts.** To the extent of any irreconcilable conflict between this Policy and the terms of another more specific EBCH policy concerning a specific department, facility, operation, or property, the terms of the more specific policy will control. To the extent of any irreconcilable conflict between this Policy and the terms of a law, the law will control.

### **DEFINITIONS:**

"EBCH Property" means all EBCH owned or leased real property, including but not limited to buildings, parking lots, and grounds.

"Major Misconduct" means unlawful, illegal, immoral, unethical, disruptive, egregious, or interfering conduct that poses a risk of, or has caused, damage or harm to another Person or to Staff, to EBCH Property, to the personal property of EBCH, another Person, or Staff, or to EBCH operations. "Major Misconduct" also means a repetition of the same or similar Minor Misconduct for which a verbal trespass warning notice was previously issued.

"Minor Misconduct" means recurring, not isolated or stray, instances of unpleasant, uncivil, disruptive, or interfering conduct that does not pose a risk of, and has not caused, damage or harm to another Person or to Staff, to EBCH Property, to the personal property of EBCH, another Person, or Staff, or to EBCH operations.

"Person" means a patient, visitor, family member, vendor, supplier, or other individual on EBCH Property. "Person" does not include Staff.

"Staff" means an employee of EBCH.

**SCOPE:**

This applies to patients, staff, and others on EBCH property

**POLICY STATEMENT:**

General. EBCH's policy is to issue trespass warning notices to Persons whose conduct on EBCH Property constitutes Minor or Major Misconduct. It is also the policy of EBCH to enforce issued trespass warning notices. A trespass warning notice issued for Major Misconduct will bar the Person from entry upon EBCH Property.

Law Enforcement; Other Remedies. This Policy is in addition to and does not preclude law enforcement officers from performing their duty to enforce trespass laws or to issue criminal trespass warnings. EBCH reserves the right to involve law enforcement, regardless of whether a verbal or written trespass warning notice has been issued under this Policy. EBCH also reserves the right to pursue civil remedies, such as a damages lawsuit or a harassment restraining order, regardless of whether a verbal or written trespass warning notice has been issued under this Policy.

Exception. A Person barred from EBCH Property under a written trespass warning notice may nonetheless enter upon EBCH Property via the emergency room for emergency medical treatment. Reasonable restrictions may be imposed by EBCH in connection with such entry. As soon as medically feasible, the Person must leave EBCH Property.

Posting. This Policy will be posted on EBCH's website and will be on file with the Human Resources Office. This Policy may also be posted on the document management site and bulletin boards or other locations as the Chief Human Resources Officer deems appropriate.

Procedure. The procedure for implementing this Policy is found in EBCH's Trespass Warning Notice Procedure.

**ASSOCIATED DOCUMENTS:**

Trespass Warning Notice Procedure