

## Caregiver Misconduct: Definitions and Examples

Caregiver Misconduct means any of the following: abuse of a client, resident, or patient; neglect of a client, resident, or patient; or misappropriation (theft) of the property of a client, resident, or patient.

MISCONDUCT	SIMPLE DEFINITION*	POSSIBLE EXAMPLES
<b>ABUSE</b>	<p><i>An intentional act that:</i></p> <p>Contradicts a health care facility's policy/procedures  <b>AND</b>            Is not part of the care plan  <b>AND</b>            Is meant to cause harm.</p>	<ul style="list-style-type: none"> <li>• Physical abuse – hitting, slapping, pinching, kicking, etc.</li> <li>• Sexual abuse – harassment, inappropriate touching, assault</li> <li>• Verbal abuse – threats of harm, intentionally frightening a client</li> <li>• Mental abuse – humiliation, harassment, intimidation with threats of punishment or depriving care or possessions</li> </ul>
<b>NEGLECT</b>	<p><i>A careless or negligent act that:</i></p> <p>Fails to follow facility procedure or care plan  <b>AND</b>            Causes or could cause pain, injury or death  <b>BUT</b>            Is not intended to cause harm.</p>	<ul style="list-style-type: none"> <li>• Not using a gait belt as required or transferring a client alone</li> <li>• Failure to perform ROM exercises</li> <li>• Turning off a call light</li> <li>• Leaving a client wet or soiled</li> <li>• Skipping work in a client's home without notifying your employer</li> <li>• Disregarding hydration orders</li> <li>• Failure to deliver or administer medication</li> </ul>
<b>MISAPPROPRIATION</b>	<p><i>An intentional act that:</i></p> <p>Is meant to permanently deprive a client of property  <b>OR</b>            Misuses a client's personal property  <b>AND</b>            Is done without the client's consent.</p>	<ul style="list-style-type: none"> <li>• Theft of cash, checks, credit cards, jewelry, etc.</li> <li>• Misuse of property, e.g. using phone to make toll calls</li> <li>• Identity theft</li> </ul>

These definitions apply to caregivers in health care facilities regulated by the Wisconsin Department of Health and Family Services.

A caregiver with a substantiated finding of abuse, neglect or misappropriation is listed on Wisconsin's Caregiver Misconduct Registry. Caregivers with findings may not work in certain facilities unless approved through the Rehabilitation Review process.