



Organizational Home Visitor Safety Checklist

CHECKLIST | August 2026

Introduction

Home visitor safety is a shared commitment that builds on the strengths of home visitors, families, and organizations alike. Ensuring safety means proactively creating environments that minimize real or perceived risks of physical or psychological harm. While individual awareness is valuable, true safety emerges when organizations establish clear policies, supportive structures, and strong accountability practices. This checklist can help your organization identify and reinforce the policies and practices that uphold a safe, confident, and well-supported home visiting workforce.

This resource advances the National Strategy for the Home Visiting Workforce's vision for a sustainable, skilled workforce by providing practical, everyday strategies to support workforce well-being.



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What do we mean by home visitor physical safety?

Physical safety encompasses the conditions and practices that protect both home visitors and the individuals in the home from bodily harm or health risks. Key elements include:

- **Environment:** A safe environment is free from immediate hazards (e.g., structural dangers, exposed wires, aggressive animals).
- **Personal safety:** Home visitors are not exposed to violence, threats, or unsafe behaviors (e.g., domestic violence, substance use during visits).
- **Infection prevention and control:** Appropriate hygiene and safety protocols are followed to minimize the spread of illness transmission (e.g., using personal protective equipment, washing hands, cleaning and disinfecting materials). This is especially important during health-related visits (e.g., health screenings).
- **Emergency protocols:** Clear procedures exist for home visitors if they feel unsafe (e.g., check-ins, exit plans, calling supervisors or authorities).



What do we mean by home visitor psychological safety?

Psychological safety encompasses the organizational conditions and supervisory practices that create a work environment in which home visitors feel comfortable expressing concerns, asking questions, sharing ideas, and acknowledging mistakes without fear of judgment, punishment, or negative consequences.

In this context, it means that home visitors feel:

- Respected and supported by supervisors and colleagues;
- Safe to speak up about challenges they encounter as a home visitor;
- Able to seek help or feedback when they're uncertain or emotionally impacted; and
- Confident that their well-being matters as much as their performance

This concept is especially important in home visiting programs, where staff often face emotionally demanding, unpredictable, and sometimes high-risk situations. Psychological safety empowers home visitors to reflect honestly, communicate openly, and learn continuously, strengthening their effectiveness, resilience, and capacity to provide high-quality services to families.



In the table below, check off all that your organization currently does to support and promote home visitor physical and psychological safety and where it may not yet exist. Consider what action(s) might be needed to improve home visitor safety at your organization.

Safety Policies and Procedures	YES	NOT YET	ACTION REQUIRED
The organization has clear policies and procedures regarding staff physical safety.			
The organization has clear policies and procedures regarding staff psychological safety (e.g., zero-tolerance policies concerning sexual harassment and bullying, employee grievance procedures, policies related to confidentiality, safety protocols for conducting home visits).			
The organization has an emergency preparedness plan that is regularly reviewed and updated.			



Safety Policies and Procedures	YES	NOT YET	ACTION REQUIRED
The organization has evaluated the need for and installed appropriate safety equipment (e.g., first aid kits/fire extinguishers, alarms, cameras, door locks, visitor management/check-in system).			
The organization effectively maintains all safety equipment.			
The organization regularly assesses the office space for staff safety (e.g., no trip hazards; workspace is well-lit, clean, and well-maintained).			
The organization has clearly designated “staff only” spaces and a protocol to ensure that visitors cannot access to these spaces.			

Safety Policies and Procedures	YES	NOT YET	ACTION REQUIRED
Appropriate staffing levels exist, ensuring that no one is alone in the building.			
Clear protocols exist for reporting safety incidences in the workplace.			

Supporting Safe Home Visits	YES	NOT YET	ACTION REQUIRED
The organization performs client risk assessments as part of the home visiting program enrollment process (i.e., gathers information about known unsafe behavior of participant or other adult(s) in the home.			
The organization has clearly written plans for home visitors that include safety protocols for before, during and after a visit.			
Environmental safety is addressed. Policies consider neighborhood safety, structural hazards, potential spread of communicable disease, and potentially aggressive animals.			
The organization has policies, procedures, and processes in place that allow home visitors to accompany colleagues on a short-term or long-term basis when there are concerns about safety in the home or neighborhood.			



Supporting Safe Home Visits	YES	NOT YET	ACTION REQUIRED
Safety policies include guidance for what home visitors should do when they feel unsafe (e.g., rescheduling when a member of the household is ill with a communicable disease, creating appropriate exit strategies, calling a supervisor or on-call manager)			
If provided, personal safety equipment (e.g., panic buttons, personal alarms, safety apps for phones) is maintained.			
Clear protocols exist for home visitors to report safety incidents in the field.			

Training and Education	YES	NOT YET	ACTION REQUIRED
The organization provides all employees with annual training on physical safety.			
The organization provides annual training to all employees on psychological safety.			
Safety training for home visiting staff includes review of the organization's emergency preparedness plan and all staff safety policies and procedures.			
Physical safety is a topic covered during the onboarding and orientation process for all new home visiting staff.			
Psychological safety is a topic covered during the onboarding and orientation process for all new home visiting staff.			

Support and Supervision	YES	NOT YET	ACTION REQUIRED
Home visitors receive regular supervision that includes a discussion of physical and psychological safety concerns.			
Home visitors receive regular reflective supervision/consultation.			
Program supervisors receive training on creating and maintaining psychologically safe team environments.			

Support and Supervision	YES	NOT YET	ACTION REQUIRED
Home visitors are comfortable discussing physical and psychological safety concerns with their supervisors without negative consequences (e.g., being treated differently, feeling like their job is in jeopardy, compromising their relationships with colleagues).			

Employee Voice	YES	NOT YET	ACTION REQUIRED
The organization provides opportunities for home visiting staff to provide input into safety policies and practices.			
Physical and psychological safety policies/protocols/practices are reviewed regularly to ensure that they are helpful—not harmful—to the well-being of staff.			



Communication	YES	NOT YET	ACTION REQUIRED
Home visiting staff can give feedback openly and confidentially, and can communicate with leadership about concerns and suggestions for improving physical and psychological safety.			
Home visiting staff participate in regularly scheduled that are dedicated to sharing and addressing safety concerns, and building team camaraderie and trust.			
Team meetings regularly include discussions of how organizational leadership are communicating and relaying information about physical and psychological safety.			
Staff meetings regularly include discussions of ways to support and promote home visitor safety. These discussions reinforce formal trainings and provide updated information about specific client and neighborhood safety concerns.			
The organization supports both formal and informal opportunities for home visitors to exchange practical safety tips and lessons learned.			

