# Code Lavender Quick Guide

As healthcare professionals, we often experience repeated emotional trauma due to the nature of our work. When we minimize these traumas without processing them, we are more likely to experience compassion fatigue and burnout. Code Lavender is a crisis intervention strategy designed to provide support to health care workers during times of high stress or loss on the job. At Presbyterian, Code Lavender is an individualized support program coordinated by clinical leaders and the Employee Assistance Program (EAP).

| **When is it appropriate to activate a Code Lavender response?** | • When you observe that your co-workers are working through an emotionally traumatic event, such as an “ugly code”, maternal or pediatric death, violent patients/visitors that threaten or harm staff, etc.  
• When you feel that the healthcare workers would benefit from some emotional, spiritual, and/or physical support |
| **Who may activate a Code Lavender?** | Any member of the care team involved in an emotionally traumatic event may call a Code Lavender. |
| **How does one activate Code Lavender?** | Call the EAP at **866-254-3555**. Anytime, 24/7. You can also access the number from the ED on-call schedule on PresNet; or ask the operator for the EAP representative on call. |
| **What happens during a Code Lavender?** | It depends on the situation: At the very least, a counselor will reach out to the workers who were affected. A full response would summon a chaplain and clinical leadership to the unit; refreshments would be provided, and an opportunity to assemble and debrief the event would be offered.  
The support can be immediate, and/or it can happen hours or days after the event, according to what is best suited to the team’s needs.  
All conversations that may occur during Code Lavender are completely confidential. What is discussed during debriefings or any follow-up conversations is not documented.  
Purple LED tea lights are set out to alert that a Code Lavender has been called in the area/unit. |
| **What should I do during a Code Lavender?** | Your participation is voluntary. Be sensitive to others around you who may be having a difficult time. Be supportive of their needs, if possible. Allow yourself to accept the support you need. |
| **Whom can I contact for more information?** | Jill Slominski, MD  
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For more information:
- [Code Lavender Summary](#)  
- [Employee Assistance Program on PresNet](#) (PHS login required)