

## What is Team Lavender?

Team Lavender is a multidisciplinary support initiative available to all members of the Halifax Care Community. Team Lavender provides structured, psychologically safe support following emotionally impactful events, ethically complex situations, or periods of sustained strain.

### This initiative is grounded in:

- Psychological safety
- Just Culture principles
- Interprofessional collaboration
- Person-centred care
- Staff well-being and resilience

Team Lavender is supportive in nature. It is not investigative, disciplinary, or performance-related.

### Purpose:

- Provide timely emotional and professional support
- Facilitate structured reflection after impactful events
- Promote recovery from acute or cumulative stress
- Strengthen team resilience and a culture of learning

## History of Team Lavender

Began in 2008 as a CODE LAVENDER at the U.S.-based Cleveland Clinic in response to the great deal of stress care providers endure on a daily basis.

These stresses have been compounded by the conditions of the recent COVID19 Pandemic. The initiative has since been adapted for use in other care environments beyond the acute care setting.

## Who can access Team Lavender?

Who can access Team Lavender? All members of the Halifax Care Community across clinical, therapeutic, environmental, dietary, maintenance, administrative, and leadership roles may request support.

Requests may be made by individuals, teams, or leadership.



## When might Team Lavender be needed?

- Following the death of a resident or colleague
- After a traumatic or distressing event
- During ethical or moral distress
- After a complex or high-intensity care interaction
- Following a clinical or safety event
- During sustained operational strain or change

The goal is early support and recovery.

## What might a team lavender response include?

### Facilitated team debrief

- Structured reflective dialogue
- Individual confidential support
- Supportive presence on unit
- Connection to additional resources (EAP, counselling)

Team Lavender strengthens our collective ability to provide safe, compassionate care.

## How can we access Team Lavender?

Team Lavender may be accessed at any time by:

- [Team.Lavender.Halifax@nwood.ns.ca](mailto:Team.Lavender.Halifax@nwood.ns.ca)
- Scanning the QR code on the Team Lavender materials
- Speaking directly with a Team Lavender member or your leader
- All requests are treated respectfully and confidentially.

