

# Protecting Healthcare Workers from Workplace Violence



Workplace violence is any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at the work site.<sup>1</sup> Perpetrators most often include patients, visitors, and patients' family and friends.

## How often do healthcare workers experience workplace violence?



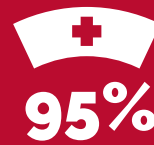
Nurses and other healthcare workers experience more workplace violence than any other profession.<sup>1</sup>



Nurses are 5 times as likely to experience injury from workplace violence than in any other industry.<sup>1</sup>



85% of healthcare workers report being verbally abused within the last 6 months (2021 survey)<sup>4</sup>



95% of all nurses will experience workplace violence in their career.<sup>4</sup>



COVID-19 has increased violence against nurses and healthcare workers<sup>4</sup>

## What are the consequences of workplace violence among healthcare workers?



Results in documented post-traumatic stress disorder (PTSD), anxiety and depression.<sup>5</sup>



Healthcare workers who experience violence often leave the profession as a result.<sup>6</sup>



Increases health care costs and decreases both hospital productivity and positive patient outcomes.<sup>7</sup>

## How can legislation prevent workplace violence among healthcare workers?



While criminal penalties are part of the solution, the best way to address workplace violence is prevention.

- Two bipartisan bills - Michigan Senate Bill 357 and House Bill 5530 – address workplace violence.
- These bills would help prevent violence against healthcare workers by requiring hospitals and public health departments to:
  - **Develop plans to prevent workplace violence with input from nurses and other frontline healthcare workers.**
  - **Provide training and reporting procedures for employees.**
  - **Track and disclose incidents of violence.**

**MI NURSES** Association

<sup>1</sup> U.S. Bureau of Labor Statistics. (n.d.). Fact sheet | workplace violence in healthcare, 2018 | April 2020. U.S. Bureau of Labor Statistics. Retrieved January 18, 2022, from <https://www.bls.gov/iif/oshwc/cfoi/workplace-violence-healthcare-2018.htm>

<sup>2</sup> MDHHS Office of Nursing Safety and workforce . (n.d.). Retrieved Jan. 18, 2022, from [www.michigan.gov/documents/mdhhs/Workplace\\_Violence\\_Survey\\_Report\\_FINAL\\_705824\\_7.pdf](http://www.michigan.gov/documents/mdhhs/Workplace_Violence_Survey_Report_FINAL_705824_7.pdf)

<sup>3</sup> Ielapi, et al., (2021). Workplace Violence towards Healthcare Workers. *Nursing Reports*, 11(4), 758–764.

<sup>4</sup> McGuire, S. S., Gazley, B., Majerus, A. C., Mullan, A. F., & Clements, C. M. (2021). Impact of the COVID-19 pandemic on workplace violence at an academic emergency department. *The American journal of emergency medicine*, S0735-6757(21)00782-8. Advance online publication.

<sup>5</sup> Pihl-Thingvad, J., Andersen, L. L., Brandt, L., & Elklit, A. (2019). Are frequency and severity of workplace violence etiologic factors of posttraumatic stress disorder? A 1-year prospective study of 1,763 social educators. *Journal of occupational health psychology*, 24(5), 543–555.

<sup>6</sup> Li, N., Zhang, L., Xiao, G., Chen, J., & Lu, Q. (2019). The relationship between workplace violence, job satisfaction and turnover intention in emergency nurses. *International emergency nursing*, 45, 50–55.

<sup>7</sup> American Hospital Association. Cost of community violence to hospitals and health systems, July 26, 2017. Retrieved Jan. 18, 2022, from [www.aha.org/guidesreports/2018-01-18-cost-community-violence-hospitals-and-health-systems](http://www.aha.org/guidesreports/2018-01-18-cost-community-violence-hospitals-and-health-systems)