

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.¹ 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.¹



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



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



95% of all nurses will experience workplace violence in their career.⁴



COVID-19 has increased violence against nurses and healthcare workers⁴

What are the consequences of workplace violence among healthcare workers?



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



Healthcare workers who experience violence often leave the profession as a result.⁶



Increases health care costs and decreases both hospital productivity and positive patient outcomes.⁷

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.**

¹ 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>

² 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

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

⁴ 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.

⁵ 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.

⁶ 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.

⁷ 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