

**Title:**

Workplace Violence...The Role of the Bedside Leader

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**Session Title:**

Advocating for Nursing Changes

**Slot:**

LC 02: Friday, September 26, 2014: 3:30 PM-4:45 PM

**Scheduled Time:**

3:50 PM

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**Keywords:**

mitigation and workplace violence

**References:**

Wolf, L et al. Nothing Changes, Nobody Cares: Understanding the Experience of Emergency Nurses Physically or Verbally Assaulted While Providing Care. Journal of Emergency Nursing, January 2014  
www.ena.org. Workplace Violence Toolkit

**Learning Activity:**

LEARNING OBJECTIVES	EXPANDED CONTENT OUTLINE	TIME ALLOTTED	FACULTY/SPEAKER	TEACHING/LEARNING METHOD	EVALUATION/FEEDBACK
<b>Example</b>  Critique selected definition of the term, "curriculum"	<b>Example</b>  Definitions of "curriculum"  Course of study Arrangements of instructional materials The subject matter that is	<b>Example</b>  20 minutes	<b>Example</b>  Name, Credentials	<b>Example</b>  Lecture PowerPoint presentation Participant feedback	<b>Example</b>  Group discussion: What does cultural training mean to you?

	taught Cultural "training"				
	Planned engagem ent of learners				
discuss what workplace violence looks like	definition of workplac e violence identify types of violence discuss high risk situations	5 min	Deena Brecher MSN, RN, APN, ACNS-BC, CEN, CPEN	powerpoint, discussion	group discussion: what is workplace violence?
identify three strategies to mitigate workplace violence	staff education deescalati on training risk stratificat ion environm ent of care safety mandator y reporting zero tolerance policy	5 min	Deena Brecher MSN, RN, APN, ACNS-BC, CEN, CPEN	powerpoint, discussion	group discussion: which strategies are most successful?
critique the ENA Workplace Violence toolkit	what is the toolkit how do I access it getting started as a bedside	5 min	Deena Brecher MSN, RN, APN, ACNS-BC, CEN, CPEN	powerpoint,discuss ion	group discussion: What are the first two things you will do when you get back to your practice environments?

		leader tips and strategies for success				
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#### Abstract Text:

**Purpose:** Workplace violence is prevalent in the hospital setting. Although most extensively studied in the emergency department, incidences of workplace violence are not limited to the ED. Workplace violence has been recognized as a violent crime that requires targeted responses from employers, law enforcement and the community. In some emergency departments, nurses witness workplace violence every day. As a bedside nurse, tackling the issue of workplace violence can seem like an overwhelming and unachievable goal. It is possible for a bedside nurse leader to take an active role in mitigating violence in their department.

**Methods:** Workplace violence will be defined. A review of the literature will identify actual and perceived barriers to addressing the issue of workplace violence. The “culture of acceptance” that exists from the clinical nurse leader up to the chief nurse executive will be described. High-risk persons and environments will be identified. **Results** from the ENA Workplace Violence Surveillance Study will be discussed. Strategies to address workplace violence will be reviewed, including the ENA Workplace Violence Toolkit

#### Results:

While the task of mitigating workplace violence falls might seem impossible to a bedside clinician, one person can absolutely make a difference in the epidemic of workplace violence. An interdisciplinary team approach provides the framework for successful implementation of a program to mitigate violence, and the bedside nurse is a critically important member of the team. Tools are available within the ENA Workplace Violence Toolkit to identify key team members, perform a risk assessment, identify areas of opportunity, and implement policies to support a safe workplace.

**Conclusion:** Workplace violence is an epidemic that must be stopped. It is not ok for violence to be tolerated. It's not ok for workplace violence to occur. It is time we made addressing this issue a priority. Becoming a victim of workplace violence is not “part of the job” in the emergency department or any other place in our healthcare system. As a leader at the bedside, it's up to you to change the culture of acceptance. All it takes is one nurse to stand up and say “enough is enough”.