

**Title:**

Workplace Violence...The Role of the Executive Leader to Stop the Epidemic

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**Session Title:**

Workplace Violence...The Role of the Executive Leader to Stop the Epidemic

**Slot:**

LB 04: Friday, September 26, 2014: 2:15 PM-3:00 PM

**Scheduled Time:**

2:15 PM

**Keywords:**

strategy, violence and zero tolerance

**References:**

ENA's Emergency Department Violence Surveillance Studies (2006-2011) Wolf, 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 ENA's Workplace Violence Toolkit. [www.ena.org](http://www.ena.org)

**Learning Activity:**

<b>LEARNING OBJECTIVES</b>	<b>EXPANDED CONTENT OUTLINE</b>	<b>TIME ALLOTTED</b>	<b>FACULTY/SP EAKER</b>	<b>TEACHING/LEARNING METHOD</b>	<b>EVALUATION/FEEDBACK</b>
<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 taught Cultural	<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?

	"training" Planned engagement of learners				
define workplace violence	OSHA definition Is this violence? who defines this organizatio n vs department definition	3 min	Deena Brecher MSN, RN, APN, ACNS- BC, CEN, CPEN	powerpoint, discussion	group discussion: what is violence?
discuss actual and perceived barriers to addressing workplace violence	culture of acceptance lack of clear definition hospital security lack of coordinated effort "it will never happen here" "it only happens in the ED"	5 min	Deena Brecher MSN, RN, APN, ACNS- BC, CEN, CPEN	powerpoint, discussion	grou discussion: Why does violence occur and why can't we make it stop?
identify three strategies to address workplace violence	assess current culture zero tolerance policy environme ntal controls mandatory reporting education of staff risk assessment	7 min	Deena Brecher MSN, RN, APN, ACNS- BC, CEN, CPEN	powerpoint, discussion	group discussion: what can I do to address the issue in my organization?

	multidisciplinary team approach				
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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. The responsibility to mitigate violence rests squarely on the shoulders of executive nursing leaders. There are tools and resources available for the executive nurse leader to use to address this issue in their practice environment.

**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 responsibility for mitigating workplace violence falls to the chief nurse executive, it takes more than one champion to tackle the issue. An interdisciplinary team approach provides the framework for successful implementation of a program to mitigate violence. 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. Aside from the physical scars and emotional stress a victim can experience as a result of the violence, there is a financial cost the nurse leader will bear. The evidence reveals one third of emergency nurses who experienced workplace violence thought about leaving their position or their profession as a result of violence. The cost of replacing that nurse is estimated to be \$65,000. It’s 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 executive nurse leaders it’s up to you to change the culture of acceptance.