

**Title:**

Bullying and Toxic Work Environments: Bringing Scholars Together to Consider Priorities and a Way Forward

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**ACCEPTED**

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**Session Title:**

Bullying and Toxic Work Environments

**Slot:**

B 15: Saturday, 28 October 2017: 3:15 PM-4:00 PM

**Scheduled Time:**

3:15 PM

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**Keywords:**

Bullying, Incivility and Workplace violence

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**Abstract Summary:**

Workplace bullying is a long-standing issue that is damaging to individuals and workplaces as wholes, worldwide. This session will involve interactive discussion among scholars from across the globe. It's intended to facilitate scholarly brainstorming that can foster development of potential research ideas that will benefit from national and international collaboration.

**Learning Activity:**

LEARNING OBJECTIVES	EXPANDED CONTENT OUTLINE
Discuss issues inherent in workplace bullying.	Define workplace bullying.
Describe potential research or evidence-based practice projects.	Note several examples of research or EBP project ideas related to bullying.

**Abstract Text:**

Incivility, interpersonal hostility, bullying, and toxic work environments have been widely reported and documented in nursing (Adriaenssens, De Gucht, & Maes, 2015; Christie & Jones, 2014; Dellasega, Volpe, Edmonson, & Hopkins, 2014; Elmblad, Kodjebacheva, & Lebeck, 2014; Flinkman & Salanterä, 2015; Park, Cho, & Hong, 2015). Serious, negative outcomes for nurses can occur up to and including an intent to leave the profession (Al-Hamdan, Manojlovich, & Tanima, 2017; Arnold & Walsh, 2015). It is estimated that nearly 20 percent of new nurses leave the profession within the first year of their career (Kovner, Brewer, Fatehi, & Jun, 2014). The causes of nursing turnover are multifaceted (Al-Hamdan, Manojlovich, & Tanima, 2017; Fitzpatrick, Campo, & Lavandero, 2011; Flinkman & Salanterä, 2015; Flinkman, Isopahkala-Bouret, & Salanterä, 2013; Kovner et al., 2014), however, issues surrounding incivility and bullying are becoming more prevalent (Bruyneel, Thoelen, Adriaenssens, & Sermeus, 2017; Blackstock, Harlos, Macleod, & Hardy, 2015; Oyeleye, Hanson, O'Connor, & Dunn, 2013; Tarcan, Hikmet, Schooley, Top, & Yorgancioglu Tarcan, 2017). These issues have grave impact on nurses' intent to leave the profession (Flinkman et al., 2013; Oyeleye et al., 2013).

When staff are unable or unprepared to tackle challenging interpersonal situations, many revert to silence or violence which continue to perpetuate the issue (Paterson, Grenny, McMillan, & Switzler, 2011; Thompson, 2013). Frustrations and tempers rise which is a leading cause of nurse burnout (Wolf, Perhats, Delao, & Clark, 2016). Patient care outcomes are negatively affected, and an overall decreased job performance is noticed (Copanitsanou, Fotos, & Brokalaki, 2017; Laschinger, 2014; Spence Laschinger, 2014). These issues have been frequently discussed within the literature and awareness of the problem has risen (Castronovo, Pullizzi, & Evans, 2016; Coile, 2016; Edmonson, Bolick, & Lee, 2017; Fleming, 2016; Giorgi et al., 2016; Granstra, 2015; Manton, 2017; Wilson, 2016; Wolf, Perhats, Clark, Moon, & Zavotsky, 2017), however the cycle of bullying and violence continues.

Workplace bullying is a long-standing issue that is damaging to individuals and to workplaces as wholes, worldwide. This session will involve interactive discussion among scholars from across the globe. It is intended to facilitate scholarly brainstorming that can foster development of potential research ideas that will benefit from national and international collaboration. Because it is a global nursing issue, workplace bullying warrants focused scholarly investigation and dialogue. STTI provides the perfect forum to bring together key informants to identify research priorities which include intervention research and identify possible funding streams and agree timelines for proposal development. This interactive discussion will

attempt to gather together nursing scholars to brainstorm possibilities of working together to develop or extend research that is currently ongoing.