

Abstract: Healthcare professionals are at increased risk for workplace violence, yet there is no requirement for workplace prevention and preparation programs. This increased exposure to violence within the workplace leads to increased nurse burnout. Implementing preparation simulations within nursing programs would allow student nurses to be able to better handle and cope with violent situations. Incorporating these simulations will help protect future nurses and provide them with confidence on how to handle difficult and violent situations.

Estimated Cost: Estimated cost to the VNSA would be minimal to none. The cost would solely be determined upon the funds needed to provide the breakout session speaker during the VNSA State Convention.

TOPIC: **IN SUPPORT OF ENHANCING STUDENT NURSES' KNOWLEDGE AND PREPAREDNESS REGARDING VIOLENCE AGAINST HEALTHCARE PROFESSIONALS**

SUBMITTED BY: **Liberty University Nursing Student Association, Lynchburg, VA**

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WHEREAS, the National Institute for Occupational Safety and Health Administration (OSHA) has defined work place violence as "A violent act, including physical assaults and threats of assault, directed toward persons at work or on duty" (Hartley, Ridenour, Craine, & Morrill, 2015, para. 10); and

WHEREAS, U.S. Bureau of Labor Statistics revealed data that showed healthcare workers are four times more likely to experience workplace violence that result in injury and time off than any private sector employees in the United States (Halu, 2018, para. 4); and

WHEREAS, according to the American Nurses Association (ANA), OSHA has no requirements for employers to implement workplace violence prevention programs; however, OSHA may cite employers for failing to maintain a workplace free from recognized hazards (Workplace violence, 2017); and

WHEREAS, the results of a survey conducted by the *Journal of Emergency Medicine* in 2014 found that 76% of nurses had experienced workplace violence with 54.2% verbal abuse and 29.9% physical abuse by patients (Speroni, Fitch, Dawson, Dugan & Atherton, 2014); and

WHEREAS, according to a study conducted by the *Journal of Nursing Management* results revealed "almost 70% of nurses experienced stressful disruptive/abusive situations that were mainly caused by patients/families. . . yet around 40% considered leaving nursing because of disruption/abuse"(Azar, Kurdahi, Samaha, & Dee, 2015); and

WHEREAS, only a small percentage of workplace violence victims report violent incidents because of the belief that violence is an occupational hazard that goes along with healthcare (Kvas, 2015); and

WHEREAS, in a past survey, 87.5% indicated that simulation improved their confidence levels, while in the post-clinical survey, 96% of students found participation in simulation enhanced their confidence (Alexander & Dearsley, 2013, p. 156) therefore be it

RESOLVED, that the VNSA encourages its constituents and all Virginia undergraduate nursing programs to implement a workplace violence simulation in order to achieve enhanced knowledge and preparedness regarding workplace violence for student nurses; and be it further

RESOLVED, that the VNSA implement a breakout session regarding workplace violence against healthcare professionals including education on the topic and practical tactics that can be utilized when faced with said violence at the 2020 VNSA state convention and all subsequent conventions; and be it further

RESOLVED, that the VSNA send a copy of this resolution to the American Nurses' Association, the National League of Nursing, the American Association of Colleges of Nursing, the National Organization for Associate Degree Nursing, and any other deemed appropriate by the VNSA Board of Directors.

References

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Reference Document

Whereas 1: doi:10.3233/WOR-141891

Whereas 2: <http://www.pressganey.com/blog/preventing-workplace-violence-in-health-care-a-nurse-s-perspective> and <https://www.osha.gov/Publications/osh3148.pdf>

Whereas 3: <https://www.nursingworld.org/practice-policy/advocacy/state/workplace-violence2/>

Whereas 4: doi: 10.1016/j.jen.2013.05.014

Whereas 5: doi: 10.1111/jonm.12286

Whereas 6: doi: 10.3233/WOR152040

Whereas 7: doi: 10.2753/IMH0020-7411420209