

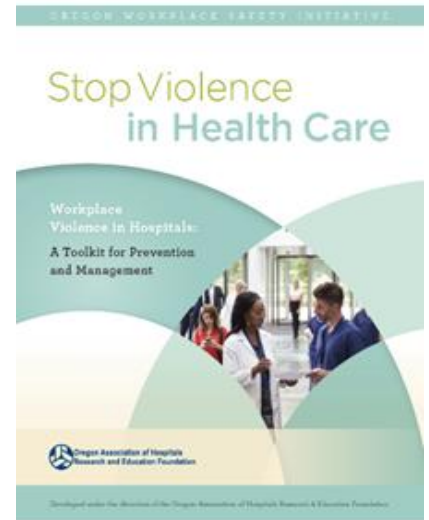
Workplace Violence (WPV) in HealthCare - Resources

Supplemental References and Resources for the 'Stop Violence in Health Care: A Toolkit for Prevention and Management of WPV' 2nd edition (2020)

Available at: www.oahhs.org/safety

Updated January 2024.

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WPV in health care is an evolving topic and new WPV related research and resources are frequently published.

To assist the users of the *Stop Violence in Health Care Toolkit* stay updated, the following is a list of selected resources and references published in peer reviewed and other professional journals related to WPV in health care, that have been **published since** the release of the 2nd edition of the Toolkit in March 2020.

Note that some WPV related subjects may be listed in multiple topical sections of this document

Contents

Resources from Professional Organizations	2
Regulatory Related.....	5
Active Shooter.....	6
Security.....	7
Prevalence of WPV	7
General	7
Nurses.....	9
Occupational Therapists	9
Physicians	9
Students	9
Sexual Harassment.....	10
Consequences of WPV for Caregivers.....	10
General	10
The Role of Management, Supervisory & Peer Support	11
Reporting WPV.....	12
Risk Factors for Violence, Patient Assessment and Communication.....	13
Interventions - Meta Analysis of WPV Programs & Research Related to Individual Interventions.....	15
Training.....	17
Mental Health Environments.....	18
Emergency Room	20
EMS	21
Pediatrics	21
Ambulatory Care/Clinics.....	22
Long Term Care	23
Home Health	23
Bullying.....	24
Dementia Related	27
WPV and Covid.....	27
Clinician Wellbeing.....	28
Miscellaneous	29

Resources from Professional Organizations

Agency for Healthcare Research and Quality

- Jones et al. (Oct 2023) Addressing Workplace Violence and Creating a Safer Workplace. <https://psnet.ahrq.gov/perspective/addressing-workplace-violence-and-creating-safer-workplace#>

American College of Physicians

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC9872494/pdf/main.pdf>

- Advocacy Toolkit: Addressing Rising Workplace Violence Against Physicians and Health Care Workers March 14 2022. <https://www.acponline.org/advocacy/state-health-policy/advocacy-toolkit-addressing-rising-workplace-violence-against-physicians-and-health-care-workers>

American Hospital Association

WPV Toolkit and Resources

- **Creating Safer Workplaces:** A guide to mitigating violence in health care settings 2021. <https://www.aha.org/websites/2015-12-17-workplace-violence-prevention-resources>
- Fact Sheet: Workplace Violence and Intimidation, and the Need for a Federal Legislative Response (Sept 2023). <https://www.aha.org/system/files/media/file/2022/09/Fact-Sheet-Workplace-Violence-and-Intimidation-and-the-Need-for-a-Federal-Legislative-Response.pdf>

American Nurses Association

- Issue Brief: Reporting Incidents of Workplace Violence Effective Date: 2019 <https://www.nursingworld.org/~495349/globalassets/docs/ana/ethics/endabuse-issue-brief-final.pdf>
- Healthy Nurse Healthy Nations Year Four Highlights 2020-2021. American Nurses Association. <https://www.healthynursehealthynation.org/~4a9f4b/globalassets/hnhn-assets/all-images-view-with-media/about/hnhn-oct21-issue-921.pdf>
- Workplace Violence Position Statement <https://www.nursingworld.org/practice-policy/advocacy/state/workplace-violence2/>
- Incivility and Bullying. <https://www.nursingworld.org/practice-policy/work-environment/violence-incivility-bullying/>
- Three-Year Annual Assessment Survey: Nurses Need Increased Support from their Employer. American Nurses Foundation (2023). https://www.nursingworld.org/~48fb88/contentassets/23d4f79cea6b4f67ae24714de11783e9/anf-impact-assessment-third-year_v5.pdf

Association for Healthcare Security & Safety (IAHSS). <http://www.iahss.org/>

- IAHSS Healthcare Security Industry Guidelines 13th edition 2021. <https://www.iahss.org/page/hcsindustryguidelines>
- IAHSS Security Design Guidelines for Healthcare Facilities, 3rd Edition May 2020. <https://www.iahss.org/page/designguidelines>
- Scott Hill, C. P. P., & Burch, M. (2023). Effective Controls on Emergency Department Violence. <https://iahssf.org/assets/2023-Effective-Controls-on-Emergency-Department-Violence.pdf>

- Healthcare Crime Survey 2023.
<https://iahssf.org/crime-surveys/2023-healthcare-crime-survey/>
- IAHS Workplace Violence Prevention Bundle 2022. (Use code WPVJC for free access to the bundle.)
<https://www.iahss.org/page/wpvpb> This webpage includes a link a "bundle" of resources specific to 19 select guidelines focused on supporting a healthcare workplace violence prevention program.

American Organization for Nursing Leadership and the Emergency Nurses Association

- Toolkit for Mitigating Violence in the Workplace 2022.
https://www.aonl.org/system/files/media/file/2022/10/AONL-ENA_workplace_toolkit.pdf
- Mitigating Workplace Violence AONL and ENA Guiding Principles 2022.
<https://www.aonl.org/system/files/media/file/2020/12/Mitigating-Workplace-Violence.pdf>

The Center for Health Design

- Behavioral & Mental Health Toolbox Free Resources 2021 www.healthdesign.org.
<https://www.healthdesign.org/behavioral-mental-health-toolbox>

Crisis & Trauma Resource Institute. (2020).

- Crisis Response Checklist.
This checklist can help healthcare workers manage workplace violence and other critical incidents. Suggestions are provided for the initial and secondary phases and the evaluation and follow-up phase.
https://ca.ctrinstitute.com/wp-content/uploads/2022/06/Crisis-Response-Checklist_20201_v2.pdf

ECRI Institute

- 2018 Deep Dive Meeting Patients' Behavioral Health Needs in Acute Care. <http://www.ecri.org/behavioralhealth>.

Facility Design Institute

- Design of Behavioral Health Crisis Units
<https://fgiguideelines.org/resource/design-of-behavioral-health-crisis-units/>

The Joint Commission

- Workplace Violence Prevention Resources.
<https://www.jointcommission.org/resources/patient-safety-topics/workplace-violence-prevention/>
- R3 Report. Requirement, Rationale, Reference. New and Revised Workplace Violence Prevention Requirements – Issued 6/18/21.
https://www.jointcommission.org/-/media/tjc/documents/standards/r3-reports/wpvp-r3_20210618.pdf
- Compendium of WPV Resources

Numerous resources (authored by federal agencies, professional associations, and medical organizations) designed to help healthcare organizations create/update related policies and programs to meet the TJC new workplace violence requirements for accredited hospitals and critical access hospitals. *Note – the Oregon Stop Violence in*

Health Care Toolkit is listed as a resource. <https://www.jointcommission.org/-/media/tjc/documents/resources/patient-safety-topics/work-place-violence-prevention/compendium.pdf>

- Quick Safety Issue 63: Addressing intimate partner violence and helping to protect patients. <https://www.jointcommission.org/resources/news-and-multimedia/newsletters/newsletters/quick-safety/quick-safety-issue-63/>
- Infographic Take a Stand: No more violence to health care workers. https://www.jointcommission.org/-/media/tjc/documents/resources/patient-safety-topics/sentinel-event/sea_59_wpv_infographic_3_30_18_finalpdf.pdf
- Sentinel Event Alert #59: Physical and verbal violence against health care workers Revised: June 18, 2021 (in red); effective Jan. 1, 2022. <https://www.jointcommission.org/-/media/tjc/documents/resources/patient-safety-topics/sentinel-event/sea-wpv-tjc-requirements2.pdf>
- Quick Safety 24: Bullying has no place in health care (Updated June 2021). <https://www.jointcommission.org/resources/news-and-multimedia/newsletters/newsletters/quick-safety/quick-safety-issue-24-bullying-has-no-place-in-health-care/bullying-has-no-place-in-health-care/>
- The VA WPV Program. <https://www.jointcommission.org/resources/patient-safety-topics/workplace-violence-prevention/us-department-of-veterans-affairs/>

National Academies of Sciences, Engineering, and Medicine. (2020).

- Managing, Reducing, and Preventing Fear of Violence: Proceedings of a Workshop—in Brief. <https://www.ncbi.nlm.nih.gov/books/NBK566100/>

The New York State Office of Mental Health.

- **Patient Safety Standards, Materials and Systems Guidelines. (8/14/2019)**

Guide to physical design and fixtures for behavioral health units
https://www.omh.ny.gov/omhweb/patient_safety_standards/guide.pdf

TRACIE Healthcare Emergency Preparedness Information Gateway

- Workplace Violence <https://asprtracie.hhs.gov/technical-resources/75/workplace-violence/60>
- Active Shooter and Explosives <https://asprtracie.hhs.gov/technical-resources/30/active-shooter-and-explosives/0>
- Strategies for Healthcare Workplace Violence Prevention: Risk Assessment and De-Escalation 2022.
 Speakers highlighted the issue, explained recent changes in The Joint Commission's workplace violence standards, and demonstrated some examples that can be used in real-world situations in this webinar.
<https://files.asprtracie.hhs.gov/documents/strategies-for-healthcare-workplace-violence-prevention-risk-assessment-and-de-escalation-webinar-ppt.pdf>

Regulatory Related

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CMS threatens citations for workplace safety violations. <https://www.reliasmedia.com/articles/cms-threatens-citations-for-workplace-safety-violations>

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OSHA News Release -Region 1, April 25, 2023. Judge finds UHS of Delaware Inc., UHS of Fuller Inc. denied workplace violence protections to Fuller Hospital employees. <https://www.osha.gov/news/newsreleases/region1/04252023>

Federal Legislation

- April 18, 2023 - Workplace Violence Prevention for Health Care and Social Service Workers Act ([S. 1176](#) and [H.R. 2663](#)) https://www.baldwin.senate.gov/imo/media/doc/workplace_violence_prevention_act_of_2023_bill_text.pdf
- H.R. 2584, the Safety from Violence for Healthcare Employees (SAVE) Act. https://bucshon.house.gov/uploadedfiles/bucsho_010_xml.pdf
- OSHA (May 2023) Workplace Violence SBREFA. The findings of a SBREFA Panel for a potential standard to address Prevention of Workplace Violence in Healthcare and Social Assistance sectors. <https://www.osha.gov/workplace-violence/sbrefa>

The Joint Commission

- R3 Report. Requirement, Rationale, Reference. New and Revised Workplace Violence Prevention Requirements – Issued 6/18/21. https://www.jointcommission.org/-/media/tjc/documents/standards/r3-reports/wpvp-r3_20210618.pdf

OSHA

- Workplace Violence SBREFA. Prevention of Workplace Violence in Healthcare and Social Assistance SBREFA. Information and report about the SBREFA Panel for a potential standard to address Prevention of Workplace Violence in Healthcare and Social Assistance. <https://www.osha.gov/workplace-violence/sbrefa>

TRACIE Healthcare Emergency Preparedness Information Gateway

- Strategies for Healthcare Workplace Violence Prevention: Risk Assessment and De-Escalation 2022. Speakers highlighted the issue, explained recent changes in The Joint Commission's workplace violence standards, and demonstrated some examples that can be used in real-world situations in this webinar. <https://files.asprtracie.hhs.gov/documents/strategies-for-healthcare-workplace-violence-prevention-risk-assessment-and-de-escalation-webinar-ppt.pdf>

Active Shooter

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American Society for Safety Professionals (ASSP)

- Active Shooter Resources- Information and Training <https://www.assp.org/active-shooter-campaign>
- How to Develop & Implement an Active Shooter/Armed Assailant Plan https://www.assp.org/docs/default-source/default-document-library/activeshooter_infographic.pdf?sfvrsn=de73da47_0

Department of Homeland Security (DHS)

- Active Shooter Preparedness <https://www.cisa.gov/active-shooter-preparedness>
- If you See Something Say Something Campaign <https://www.dhs.gov/see-something-say-something>
- Information for Human Resources or Security Personnel <https://www.cisa.gov/human-resources-or-security-professional>
- Employee Vigilance: Power of Hello <https://www.cisa.gov/employee-vigilance-power-hello>

Federal Bureau of Investigations (FBI)

- Active Shooter events in the United States 2021

<https://www.fbi.gov/file-repository/active-shooter-incidents-in-the-us-2021-052422.pdf/view>

- Active Shooter events in the United States 200-2019

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Prevalence of WPV

General

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Nurses

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Occupational Therapists

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Physicians

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Consequences of WPV for Caregivers

General

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Jan 2024

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Jan 2024

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The American Medical Association (AMA)

- Bullying in the Health Care Workplace
<https://www.ama-assn.org/practice-management/physician-health/bullying-health-care-workplace-guide-prevention-mitigation>
- Workplace Aggression Guide
<https://www.ama-assn.org/practice-management/physician-health/why-bullying-happens-health-care-and-how-stop-it>

American Nurses Association

- Incivility and Bullying. <https://www.nursingworld.org/practice-policy/work-environment/violence-incivility-bullying/>

The Joint Commission

- Quick Safety 24: Bullying has no place in health care (Updated June 2021)
<https://www.jointcommission.org/resources/news-and-multimedia/newsletters/newsletters/quick-safety/quick-safety-issue-24-bullying-has-no-place-in-health-care/bullying-has-no-place-in-health-care/>

Vanderbilt Center for Patient and Professional Advocacy.

<https://www.vumc.org/patient-professional-advocacy/vumc-cppa-home>

Workplace Bullying Institute. <https://workplacebullying.org/>

Webinars/Conference Sessions

- *Bullying in Healthcare*' Panel presentation at the Workplace Aggression: Preventing relational aggression and bullying - a deeper dive. 2020 Virtual Spring Symposium Oregon Institute of Occupational Health Sciences (OIOHS), May 2020. Recordings available at <https://www.ohsu.edu/oregon-institute-occupational-health-sciences/workplace-aggression-preventing-relational-aggression>

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- Working With Dementia: Safe Work Practices for Caregivers Videos and Video Discussion Guide
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