

Workplace Violence Toolkit – Section 10

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Additional Resources – Miscellaneous

A multi-component patient-handling intervention improves attitudes and behaviors for safe patient handling and reduces aggression experienced by nursing staff: A controlled before-after study (2017). Risør, B. W., Casper, S. D., Andersen, L. L., & Sørensen, J. Applied ergonomics, 60, 74-82.

Exposure to Stress: Occupational Hazards in Hospitals. NIOSH (2008).

<http://www.cdc.gov/niosh/docs/2008-136/pdfs/2008-136.pdf>

Framework Guidelines for Addressing Workplace Violence in the Health Sector: The Training Manual (2005). International Labor Organization, International Council of Nurses, World Health Organization, and Public Services International. http://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---safework/documents/instructionalmaterial/wcms_108542.pdf

Health and safety survey (2011). American Nurses Association (ANA).

<https://www.nursingworld.org/practice-policy/work-environment/health-safety/health-safety-survey/>

Linking Services and Safety: Together Creating Safer Places of Service Findings and recommendations from a working group on violence and aggression in the healthcare sector (2008). Health Services Executive Ireland.

http://www.hse.ie/eng/staff/Resources/hrstrategiesreports/Linking_Service_Safety_Summary.pdf

New York State Department of Labor Workplace Violence Prevention Program Guidelines

<http://tinyurl.com/q6x5t3s>

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Responses of Nurses and Other Healthcare Workers to Sexual Harassment in the Workplace (2019). Online Journal of Issues in Nursing, 24(1). Burke Draucker, C. **New 2020**

The influence of personal dispositional factors and organizational resources on workplace violence, burnout, and health outcomes in new graduate nurses: A cross-sectional study (2012). Laschinger, H. K. S., & Grau, A. L. International journal of nursing studies, 49(3), 282-291.

The Relationship Between Shiftwork and Violence Against Nurses: A Case Control Study (2017). Sun, S., Gerberich, S.G., Ryan, A.D. Workplace Health Safety. Dec;65(12):603-611. Epub 2017 May 23.

The Washington State Psychiatric Hospital Work, Stress, and Health Project: Final Report to Washington DSHS and Eastern State Hospital (2012). Unpublished Technical Report. Yragui, N. L., Johnson, W., & Demsky, C. A.

<https://www.digitalarchives.wa.gov/do/F00F83588E029D08A173289B51D70B56.pdf>

Violence in the Health Sector. Proceedings of the Fourth International Conference on Violence in the Health Sector Towards safety, security and wellbeing for all (2014). 22 – 24 October 2014, Miami (FL), USA.

<http://www.oudconsultancy.nl/Resources/Proceedings%204th%20Workplace%20Violence.pdf>

Violence in the Workplace: Policy and Procedures Manual for Human Resource Professionals (2010). Connecticut State Dept. of Developmental Services.

www.ct.gov/dmhas/lib/dmhas/publications/WPVManual.pdf

Violence Prevention – Resources from the CDC related to Child, Youth, Elder, Intimate partner, and sexual abuse/violence. <https://www.cdc.gov/ViolencePrevention/index.html>

University of Washington Department of Environmental and Occupational Health Sciences School of Public health

- **Workplace Violence Resource Page resources for professionals across a variety of industries.**
https://osha.washington.edu/pages/workplace-violence-resource-page?inf_contact_key=5fd29e0609d6eb6a265f1f86e44b8f5956edad622626cf626fc4dcca1d762657

Canadian Centre for Occupational Health and Safety

- **Violence in the Workplace - Warning Signs for Violence**
https://www.ccohs.ca/oshanswers/psychosocial/violence_warning_signs.html

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Prevention of Violence in the Workplace British Columbia Interactive toolkit

<http://innovation.ghrp.ubc.ca/povdemo/>

WorkSafe BC Violence Prevention Resources for Health Care

<https://www.worksafebc.com/en/health-safety/hazards-exposures/violence>

Books

Handbook of Modern Hospital Safety, Second Edition (2009). Charney, W. CRC Press, Jul 28, 2009.

Long Term Care

Addressing workplace violence among nurses who care for the elderly. (2014). Rodwell, J., & Demir, D. JONA: The Journal of Nursing Administration, 44(3), 152-157. **New 2020**

Minimizing workplace violence in LTC facilities and other related resources. iadvance senior care, Canada. <https://www.iadvanceseniorcare.com/minimizing-workplace-violence-in-ltc-facilities/>

Musculoskeletal pain and reported workplace assault: a prospective study of clinical staff in nursing homes (2014). Miranda, H., Punnett, L., Gore, R.J. Hum Factors. 2014 Feb;56(1):215-27.

Perceptions and implications of violence from care home residents with dementia: a review and commentary (2011). Scott, A., et. al. Int. J Older People Nurs. 2011 Jun;6(2):110-22.

Workplace hazards faced by nursing assistants in the United States: a focused literature review. (2017). Walton, A. L., & Rogers, B. International journal of environmental research and public health, 14(5), 544. **New 2020**

Worksafe BC 2009–Violence in LTC

<https://www.youtube.com/watch?v=OZmmti-rL90>

Public Services Health and Safety Association (PSHSA) 2019 Ontario Canada

Extensive WPV Toolkit for LTC

<https://www.pshsa.ca/emerging-issues/issues/workplace-violence-in-healthcare/workplace-violence-leadership-table-phase-2>

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Home Health/Community Workers

Refer to Section 6 for more information about training for Home Care Workers

A communication skills intervention for community healthcare workers reduces perceived patient aggression: A pretest / post-test study (2014). Swain, N., Gale, C., *International Journal of Nursing Studies*, 51, 9, 1241.

A risk assessment screening tool for community health care workers (2010). Lundrigan, E., Hutchings, D., Mathews, M., Lynch, A., & Goosney, J. *Home Health Care Management & Practice*, 22(6), 403-407.

Assessing risk for violence on home health visits. McPhaul K et. al. *Home Health Nurse*. 2010 May;28(5):278-89.

Fast Facts: Home Health Care Workers. How to Prevent Violence on the Job, DHHS (NIOSH) Publication (2012). <http://www.cdc.gov/niosh/docs/2012-118/pdfs/2012-118.pdf>

New Jersey Home Health Care Aides Survey Results. (2019). *Home Health Care Management & Practice*, 1084822319831933. Ridenour, M. L., Hendricks, S., Hartley, D., & Blando, J. D. **New 2020**

Prevalence of Violence Toward Community Nurses: A Questionnaire Survey (2017). Gabrovec B: *Workplace Health Safety*. Nov;65(11):527-532. Epub 2017 Apr 17.

Risk Assessment Tool and Safety Program Keep Home Care Workers Safe (2011) ECRI <http://westernhealth.nl.ca/uploads/research/Risk-Assessment-home-care-workers.pdf>

Violence, job satisfaction, and employment intentions among home healthcare registered nurses (2009). Canton A.N. et. al. *Home Health Nurse*. 2009 Jun;27(6):364-73.

Workplace health and safety issues among community nurses: a study regarding the impact on providing care to rural consumers. (2015). Terry, D., Lê, Q., Nguyen, U., et al. *BMJ Open*. (5). <http://www.ncbi.nlm.nih.gov/pmc/articles/PMC4538262/pdf/bmjopen-2015-008306.pdf>

Workplace violence prevention policies in home health and hospice care agencies (2013). Gross, N., Peek-Asa, C., Nocera, M., et al. *The Online Journal of Issues in Nursing*. 18(1): Manuscript 1. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4538262/>

American Hospital Association

Podcast: Hospitals Against Violence: The Impact of Violence on Home Health Care Providers February 2017

<http://www.aha.org/advocacy-issues/violence/17homehealthpodcast.shtml>

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NIOSH

Training Curriculum for Homecare Workers

Caring for Yourself While Caring for Others is a free curriculum developed by NIOSH to assist trainers in meeting the health and safety training needs for homecare workers with respect to hazards commonly encountered in homecare workplaces and practical solutions to manage risks and improve safety. <https://www.cdc.gov/niosh/docs/2015-102/default.html>

WorkSafe BC

Leave When It's Unsafe - Video for community health care workers

<https://www.worksafebc.com/en/health-safety/hazards-exposures/violence>

Public Services Health and Safety Association (PSHSA) 2019 Ontario Canada

Violence Prevention Toolkit for Home Care. New 2020

<https://www.pshsa.ca/emerging-issues/issues/workplace-violence-in-healthcare/workplace-violence-leadership-table-phase-2>

Lateral Violence/Bullying

Abusive supervision, thwarted belongingness, and workplace safety: A group engagement perspective. (2019). Journal of Applied Psychology. Yang, L. Q., Zheng, X., Liu, X., Lu, C. Q., & Schaubroeck, J. M. New 2020

A task force to address bullying (2016). Keller, R., Budin, W. C., & Allie, T. AJN The American Journal of Nursing, 116(2), 52-58.

https://journals.lww.com/ajnonline/Abstract/2016/02000/A_Task_Force_to_Address_Bullying.25.aspx

Break the bullying cycle (2012). Townsend, T., American Nurse Today. January 2012 7(1)12-15.

<https://www.americannursetoday.com/break-the-bullying-cycle/>

Bullying has no place in health care (2016) Quick Safety. The Joint Commission New 2020

https://www.jointcommission.org/-/media/deprecated-unorganized/imported-assets/tjc/system-folders/joint-commission-online/quick_safety_issue_24_june_2016pdf.pdf?db=web&hash=84E4112AB428AD3CA1D5B9F868A1AD10

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Bullying and Workplace Violence. American Nurses Association

<http://www.nursingworld.org/MainMenuCategories/WorkplaceSafety/Healthy-Nurse/bullyingworkplaceviolence>

Cognitive Rehearsal Training to Prevent Lateral Violence in a Military Medical Facility. (2019).

Journal of PeriAnesthesia Nursing, 34(3), 645-653. O'Connell, K. M., Garbark, R. L., & Nader, K. C. **New 2020**

Combating Disruptive Behaviors: Strategies to Promote a Healthy Work Environment (2010).

Joy Longo, DNS, RNC-NIC Online J Issues Nurse. 2010 15(1).

Creating a Nurse-Led Culture to Minimize Horizontal Violence in the Acute Care Setting: A Multi-Interventional Approach (2016). Parker, K. M., Harrington, A., Smith, C. M., Sellers, K. F., & Millenbach, L. Journal for nurses in professional development, 32(2), 56-63.

<http://www.nursingworld.org/MainMenuCategories/ANAMarketplace/ANAPeriodicals/OJIN/TaleofContents/Vol152010/No1Jan2010/Combating-Disruptive-Behaviors.html>

Decreasing workplace incivility (2016). Warrner, J., Sommers, K., Zappa, M., & Thornlow, D. K. Nursing management, 47(1), 22-30.

Do nurses eat their young? Truth and consequences (2012). Sauer, P. Journal of Emergency Nursing, 38(1), 43-46.

From the Playground to the Workplace: Managing Bullying in Health Care (2014). PowerPoint Presentation. Oeffner, J., PT, DPT, MBA. Combined Sections Meeting 2014 Section on Health Policy & Administration of the American Physical Therapy Association **February 3-6, 2014** Las Vegas, Nevada www.aptahpa.org

http://c.ymcdn.com/sites/www.aptahpa.org/resource/resmgr/csm2014_handouts/hp_1c_6176.pdf

Growing Concerns with Workplace Incivility (2017). Collins, N.R., & Rogers, B. Workplace Health & Safety. November 2017 564 **Hospital staff registered nurses' perception of horizontal violence, peer relationships, and the quality and safety of patient care (2015).** Purpora, C., Blegen, M. A., & Stotts, N. A. Work, 51(1), 29-37.

How One Organization Used Evidence to Address Lateral Violence Among Nurses (2017).

Salter, D. S. In Creating Healthy Work Environments 2017 (17-20 March). STTI.

Incivility in nursing: from roots to repair (2016). Mikaelian, B., & Stanley, D. Journal of nursing management, 24(7), 962-969.

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'I'm not calling him!': disruptive physician behavior in the acute care setting (2015). Kimes, A., Davis, L., Medlock, A., & Bishop, M. *MedSurg Nursing*, 24(4), 223-228.

Lateral violence in nursing and the theory of the nurse as wounded healer (2014). Christie, W., Jones, S., & PMHNPBC, R. *Online Journal of Issues in Nursing*, 18(4).

Management of nursing workplace incivility in the health care settings: A systematic review (2018). *Workplace health & safety*, 66(8), 403-410. Armstrong, N. **New 2020**

No laughing matter: workplace bullying, humor orientation, and leadership styles (2019). Mills, C. B., Keller, M., Chilcutt, A., & Nelson, M. D. *Workplace health & safety*, 67(4), 159-167. **New 2020**

Non-physical violence: A risk factor for physical violence in health care settings (2006). Lanza, M. L., Zeiss, R. A., & Rierdan, J. *AAOHN Journal*, 54(9), 397-402.

Nurses and Bullying in the Workplace: A Resource Guide. Oregon Nurses Association (2010)
<http://www.oregonrn.org/displaycommon.cfm?an=1&subarticlenbr=451>

"Nurses Eat Their Young": A Novel Bullying Educational Program for Student Nurses (2017). Gillespie, G.L., et. al. *J Nurs Educ Pract*. 7(7):11-21. Epub 2017 Feb 12.

Nursing students' experience of bullying: Prevalence, impact, and interventions (2015). Bowllan, N. M. *Nurse educator*, 40(4), 194-198.

Occupational injury among hospital patient-care workers: What is the association with workplace verbal abuse? (2014). *American journal of industrial medicine*, 57(2), 222-232. Sabbath, E. L., Hurtado, D. A., Okechukwu, C. A., Tamers, S. L., Nelson, C., Kim, S. S., ... & Sorenson, G. **New 2020**

Promoting Civility in Healthcare Settings (2019). Conner Black, A. *International Journal of Childbirth Education*, 34(2), 64-67 **New 2020**

Recognizing and Reducing Horizontal Violence Among Nurses at a Veterans Affairs Medical Center: A Cognitive Rehearsal Quality Improvement Project (2018). (Doctoral dissertation, The University of North Carolina at Chapel Hill). Igwe, I. **New 2020**

Registered Nurses' Perceptions of Organizational Power and Its Relationship to Perception of Physician-Perpetrated Verbal Abuse, Stress, and Coping (2016). (Doctoral dissertation, Duquesne University). Neiswonger, M. **New 2020**

<https://dsc.duq.edu/cgi/viewcontent.cgi?article=1034&context=etd>

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The disruptive force of lateral violence in the health care setting (2015). Rainford, W. C., Wood, S., McMullen, P. C., & Philipsen, N. D. *The Journal for Nurse Practitioners*, 11(2), 157-164

The Joint Commission (2008). Behaviors that undermine a culture of safety. *Sentinel Event Alert*, Issue 40.

http://www.jointcommission.org/SentinelEvents/SentinelEventAlert/sea_40.htm

The essentials: Using emotional intelligence to curtail bullying in the workplace. (2018). *Urologic Nursing*, 38(3), 150-154. Meires, J. **New 2020**

The experiences of registered nurses who are injured by interpersonal violence while on duty in an emergency department(2016). Wright-Brown, S., Sekula, K., Gillespie, G., & Zoucha, R. *Journal of forensic nursing*, 12(4), 189-197. **New 2020**

The new age of bullying and violence in health care: the interprofessional impact. (2015). *Professional case management*, 20(4), 165-174. Fink-Samnack, E. **New 2020**

The New Age of Bullying and Violence in Health Care: Part 2. (2016). *Professional case management*, 21(3), 114-126. Fink-Samnack, E. **New 2020**

The New Age of Bullying and Violence in Health Care: Part 4 (2018). Managing Organizational Cultures and Beyond. *Professional case management*, 23(6), 294-306. Fink-Samnack, E. **New 2020**

The New Age of Bullying and Violence in Health Care: Part 3. (2017). *Professional case management*, 22(6), 260-274. Fink-Samnack, E. **New 2020**

The relationship between perceived competence and perceived workplace bullying among registered nurses: A cross sectional survey (2018). Obeidat, R. F., Qan'ir, Y., & Turaani, H. *International journal of nursing studies*, 88, 71-78. **New 2020**

Workplace Bullying in Nursing: A Problem That Can't Be Ignored (2009). Murray, J.S., *MEDSURG Nursing—September/October 2009—Vol. 18/No. 5* p273-276.
http://www.amsn.org/sites/default/files/documents/practice-resources/healthy-work-environment/resources/MSNJ_Murray_18_05.pdf

Workplace bullying and newly licensed registered nurses: an evolutionary concept analysis (2019). Anusiewicz, C. V., Shirey, M. R., & Patrician, P. A. *Workplace health & safety*, 67(5), 250-261. **New 2020**

Workplace bullying in health care: Peer-to-peer bullying of nurses (2012). Kaminski; M., and Kettering-Sincox, A. Michigan State University and MNA.

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<http://ilera2012.wharton.upenn.edu/refereedpapers/kaminskimichelle.pdf>

Workplace Incivility and Productivity Losses Among Direct Care Staff (2008). Scott Hutton, S & Gates, D, FAAN AAOHN J. 2008 Apr;56(4):168-75.

Canadian Center for Occupational Health and Safety (CCOHS)

Information on workplace bullying,

<http://www.ccohs.ca/oshanswers/psychosocial/bullying.html>

Public Services Health and Safety Association (PSHSA) 2019 Ontario Canada

Bullying In The Workplace New 2020

<https://www.pshsa.ca/resources/bullying-in-the-workplace>

WorkSafe Victoria, Australia.

Workplace bullying – prevention and response (2012).

https://www.worksafe.vic.gov.au/_data/assets/pdf_file/0010/211006/ISBN-Workplace-bullying-prevention-response-2012-10.pdf

Books

***Ending nurse-to-nurse hostility: Why nurses eat their young and each other* (2006).**

Bartholomew, K. HC Pro, Inc. Marblehead, MA.

Journals

***Journal of Interpersonal Violence* Sage Publishing**

<https://journals.sagepub.com/home/jiv>

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Domestic Violence

A Call to Action: The Nursing Role in Routine Assessment for Intimate Partner Violence (2012). Family Violence Prevention Fund

<https://www.futureswithoutviolence.org/userfiles/file/HealthCare/nursing.pdf>

AHRQ Innovations Healthcare Exchange *New 2020*

<https://www.innovations.ahrq.gov/>

Search by 'violence' and many case studies related to a broad range of violence related topics

Emergency Nurses Association *New 2020*

<https://www.ena.org/practice-resources/resource-library/clinical-practice-guidelines>

- Intimate Partner Violence Clinical Practice Guideline
- Intimate Partner Violence CPG Synopsis

Minnesota Department of Health

<https://www.health.state.mn.us/facilities/patientsafety/preventionofviolence/toolkit.html>

Risk Identification

- Metro Compact - Domestic Violence Assessment Form (PDF)

OSHA

- Assaulted and/or Battered Employee Policy*
<https://www.osha.gov/SLTC/etools/hospital/hazards/workplaceviolence/employeepolicy.html>

Worksafe BC

Addressing Domestic Violence in the Workplace: A Handbook for Employers 2015

www.worksafebc.com