



# Workforce Violence

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# National Epidemic- Workplace Violence in Healthcare on the Rise

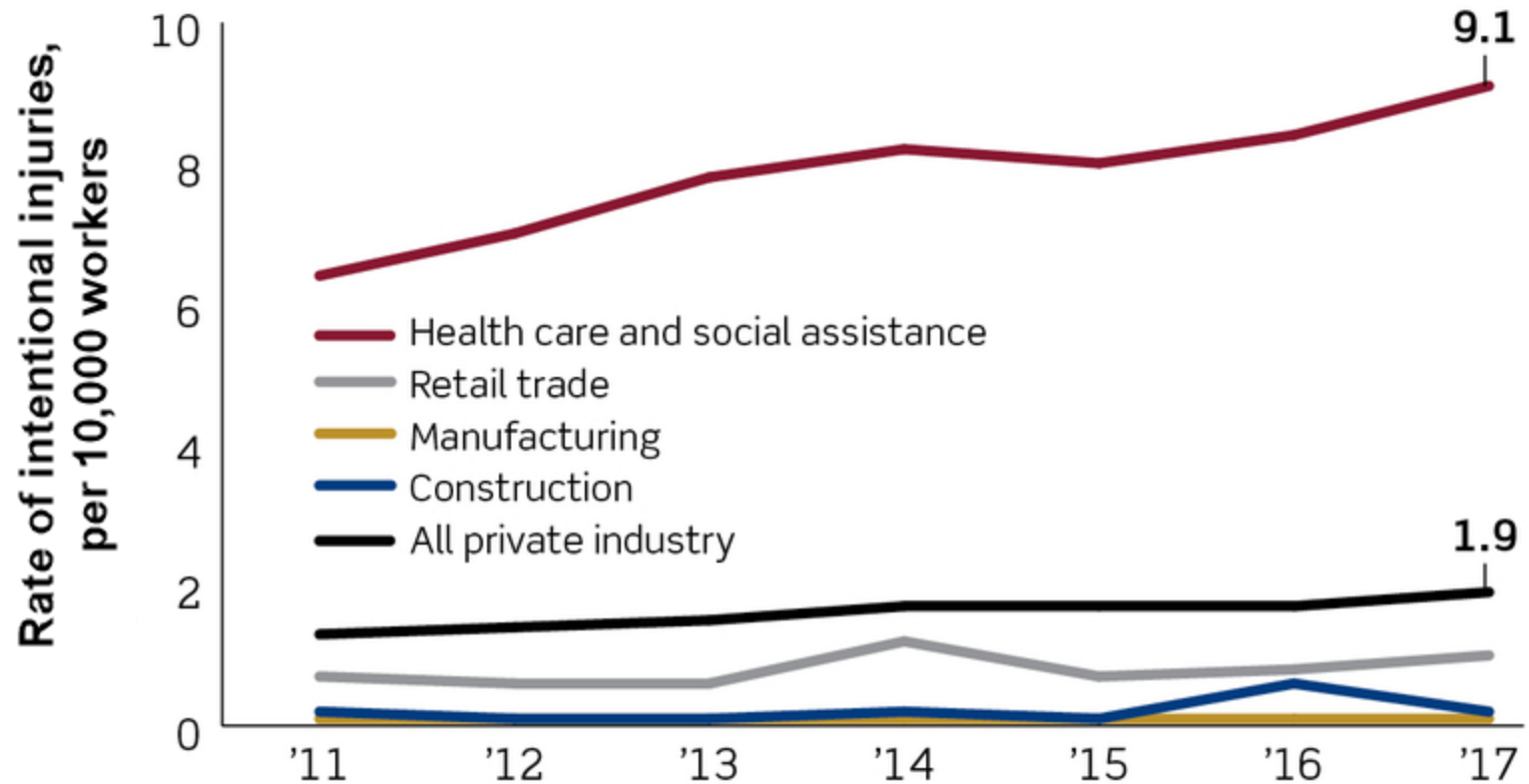
<https://www.innovative-medical.com/blog/national-epidemic-workplace-violence-in-healthcare-on-the-rise>

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# Intentional worker injuries on the rise

Health care and social assistance workers experience intentional injuries by another person at far greater rates than the private industry overall. This includes only injuries involving days away from work.



SOURCE: U.S. Bureau of Labor Statistics

# Reasons Why

Patients are disoriented due to illness or from the medication they are prescribed

Others are violent because of illicit drug use, such as methamphetamines

Feelings of losing control or grief also play a part for family members or loved ones. When pain, fear, grief and anger are present, it can be a recipe for disaster

The American College of Emergency Physicians reported that nearly 62% of ER physicians stated that they had been the victim of workplace violence in the past year.

How do healthcare systems address these type of events?

# Reporting Incidents

**Reporting incidents:** Make sure events are reported in a timely fashion and are well documented. This is critical in understanding trends and evaluating strategies for prevention.

# Hospital Policies

**Hospital policies:** Create standard practices that address violence and abuse. Staff should know how the organization defines and responds to these situations.

# Environment Changes

**Environment changes:** Employ locked doors, badges, panic alarms, surveillance, exit routes and security personnel with set parameters for quick action while maintaining location awareness of where the incident is taking place and quickly understand who is involved.



# Legal

**Legal:** States have begun legislating to advocate for healthcare workers by raising the penalties for assaulting emergency room staff. Previously in some parts of the country, a Class A misdemeanor was the punishment for an assault. Now we are seeing this offense designated as high as a third-degree felony. Hopefully this will underscore the severity of this offense and deter future aggressors from engaging in this act. Workplace violence should never just be part of the job.

# Staff Education

**Staff education:** Prevention is key. Recognizing cues and learning the signs of behavior that may lead to a potential incident is the first step. Then knowing de-escalation techniques is the next step such as these by the Crisis Prevention Institute,

# CPI Training

I'm Certified!

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# Active Shooter Training

Have you ever been involved in one?

I Have!

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Have you seen states  
use Flex to fund training?

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# What resources could you use from NOSORH?

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