

## 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](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).

<http://www.nursingworld.org/2011HealthSurveyResults.aspx>

**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](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>

**The influence of personal dispositional factors and organizational resources on workplace violence, burnout, and health outcomes in new graduate nurses: A cross-sectional study**

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(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**Washington DSHS and Eastern State Hospital (2012).** Unpublished Technical Report.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.

<http://www.lni.wa.gov/safety/research/files/wapsychhospitalworkstressandhealthprject87-3-2012.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](http://www.ct.gov/dmhas/lib/dmhas/publications/WPVManual.pdf)

### **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](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](https://www.ccohs.ca/oshanswers/psychosocial/violence_warning_signs.html)

### **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>

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### Books

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

### Long Term Care

**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.

### Worksafe BC 2009–Violence in LTC

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

### 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 Healthc 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>

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

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**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>

### 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>

## Lateral Violence/Bullying

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

<http://www.nursingworld.org/MainMenuCategories/WorkplaceSafety/Healthy-Nurse/bullyingworkplaceviolence/ANA-Panel-Aims-to-Prevent-Violence-Bullying-in-Health-Care-Facilities.html>

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**Break the bullying cycle (2012).** Townsend, T., American Nurse Today. January 2012 7(1)12-15.  
<https://www.americannursetoday.com/assets/0/434/436/440/8612/8614/8618/8648/c1d7657a-4b54-4a43-98d6-05ceee4471cb.pdf>

**Bullying and Workplace Violence.** American Nurses Association  
<http://www.nursingworld.org/MainMenuCategories/WorkplaceSafety/Healthy-Nurse/bullyingworkplaceviolence>

**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/Ta bleofContents/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://www.aptahpa.org)  
[http://c.ymcdn.com/sites/www.aptahpa.org/resource/resmgr/csm2014\\_handouts/hp\\_1c\\_6176.pdf](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).

**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.

**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](http://www.jointcommission.org/SentinelEvents/SentinelEventAlert/sea_40.htm)

**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](http://www.amsn.org/sites/default/files/documents/practice-resources/healthy-work-environment/resources/MSNJ_Murray_18_05.pdf)

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

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**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](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.

## **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>

### **Minnesota Department of Health**

<http://www.health.state.mn.us/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](http://www.worksafebc.com)