

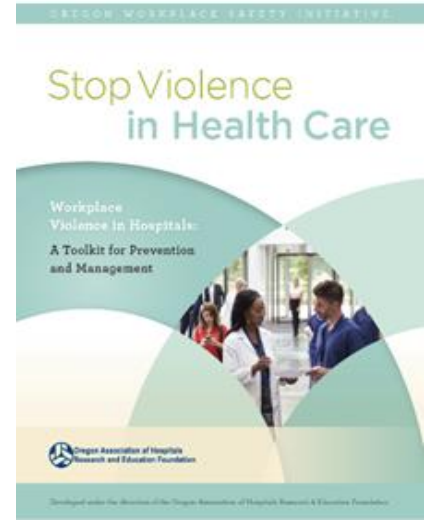
Workplace Violence (WPV) in HealthCare - Resources

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

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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

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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 Academy of Nursing

- *Meeting's Proceedings: Protecting our Caregivers: Comprehensive Strategies for Eliminating Workplace Violence.* (2024). <https://aannet.org/page/workplace-violence>

American Academy of Ambulatory Care Nurses

- Workplace Safety Toolkit <https://www.aaacn.org/practice-resources/ambulatory-care-nursing/workplace-safety-toolkit#wst-contributors>

American College of Physicians

- Keeping Healthcare Workers Safe Through Policy Initiatives. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC9872494/pdf/main.pdf>

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>
- Strengthening the Health Care Workforce: Strategies for Now, Near and Far Report. June 2022. <https://www.aha.org/guidesreports/2022-06-21-strengthening-health-care-workforce-strategies-now-near-and-far>

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

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>

Australian Nursing & Midwifery Federation Victorian Branch

- 10-point plan to end violence and aggression A guide for health services (rev. 2022).
<https://www.anmfvic.asn.au/~media/files/anmf/ohs/ovaguide-10pp.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://ctrinstitute.com/resources/crisis-response-checklist/>

ECRI Institute

- 2018 Deep Dive Meeting Patients' Behavioral Health Needs in Acute Care.
https://www.ecri.org/Resources/Whitepapers_and_reports/PSO%20Deep%20Dives/DeepDive_Behavior_execbrief.pdf

Facility Design Institute

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

International 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/>
- IAHSS Workplace Violence Prevention Bundle 2022 2nd edition. (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.
- Healthcare Active Assailant Planning and Response 2024 Toolkit <https://www.iahss.org/news/news.asp?id=672170>

Institute for Healthcare Improvement

- Butkowski O, Duncan J, Martinez N. Preventing Verbal and Physical Violence across the Health Care Workforce. IHI Toolkit. Boston: Institute for Healthcare Improvement; 2022. www.ihl.org

The Joint Commission

- Workplace Violence Prevention 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/our-priorities/workforce-safety-and-well-being/resource-center/workplace-violence-prevention/>

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. 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/>
- Workplace Violence Prevention: Best-Practices in Health Care Environments. https://www.jointcommission.org/-/media/tjc/documents/resources/patient-safety-topics/work-place-violence-prevention/vha_wvpp_lynn_van_male.pdf
- Safety Systems for Individuals Served (SSIS) https://www.jointcommission.org/-/media/tjc/documents/standards/ps-chapters/2024/ps-cambehhealthcare_siss_20240229_150643.pdf

National Academies of Sciences, Engineering, and Medicine.

- Managing, Reducing, and Preventing Fear of Violence: Proceedings of a Workshop—in Brief. (2020). <https://www.ncbi.nlm.nih.gov/books/NBK566100/>

The New York State Office of Mental Health.

- **Patient Safety Standards, Materials and Systems Guidelines.** 32nd Edition | July 31, 2024
Patient Safety Standards, Materials and Systems Guidelines – includes guidance for 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

Arbury, S., Collins, N. R., Magtahas, J., Holmes, M., & Hodgson, M. J. (2022). OSHA workplace violence enforcement. *Journal of Occupational and Environmental Medicine*, 64(4), e211-e216.

Arnetz, J. E. (2022). The Joint Commission's new and revised workplace violence prevention standards for hospitals: a major step forward toward improved quality and safety. *Joint Commission journal on quality and patient safety*, 48(4), 241.

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Esposito, C & Sollazzo, L. (2021) Time-Limited Look at Whether the New York State Felony D Law or Workplace Violence Programs Mitigate Violence Against Nurses in the Healthcare Setting. *Journal of the New York State Nurses Association*, 48(1), 11-28.

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OSHA News release – Region 5, May 25, 2023. US Department of Labor investigation finds Columbus children's hospital exposed nurses, other employees to workplace violence. <https://www.osha.gov/news/newsreleases/region5/05252023>

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 – **Hospitals**. Issued 6/18/21 Effective Jan 2022. https://www.jointcommission.org/-/media/tjc/documents/standards/r3-reports/wpvp-r3-30_revised_06302021.pdf
- R3 Report. Workplace Violence Prevention in Behavioral Health Care and Human Services. Issue 42, December 20, 2023 Effective July 1, 2024. <https://www.jointcommission.org/-/media/tjc/documents/standards/r3-reports/wpvp-for-bhc-r3.pdf>

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- R3 Report Newnatoia and Revised Restraint and Seclusion Requirements for **Behavioral Health Care and Human Services Organizations**. Issue 44, June 20, 2024 Effective January 1, 2025. <https://www.jointcommission.org/-/media/tjc/documents/standards/r3-reports/wpv-for-bhc-r3.pdf>
- R3 Report. Workplace Violence Prevention in **Home Care Settings**. Issue 45 July 2, 2024. Effective January 1, 2025. https://www.jointcommission.org/-/media/tjc/documents/standards/r3-reports/2024/r3-wpv-for-home_accessible.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
<https://www.fbi.gov/file-repository/active-shooter-incidents-20-year-review-2000-2019-060121.pdf/view>

Security

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Prevalence of WPV

General

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Website resources

Safe Care BC Violence Risk Assessment – home care and community; long term care; nonclinical area
<https://www.safecarebc.ca/initiatives/violenceprevention/violence-risk-assessment/>

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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 \(OIOHS\)](https://www.ohsu.edu/oregon-institute-occupational-health-sciences/workplace-aggression-preventing-relational-aggression), May 2020. Recordings available at <https://www.ohsu.edu/oregon-institute-occupational-health-sciences/workplace-aggression-preventing-relational-aggression>

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Associations & Training Resources

- Alzheimer’s Association - Health Systems and Medical Professionals <https://www.alz.org/professionals/health-systems-medical-professionals>
- The Bureau of Health Workforce (BHW) Train Health Care Workers About Dementia <https://bhw.hrsa.gov/alzheimers-dementia-training>
- Guiding an Improved Dementia Experience (GUIDE) Model <https://www.cms.gov/priorities/innovation/innovation-models/guide>
- Resources for Health Care Providers: Alzheimer’s and Related Dementias <https://www.alzheimers.gov/professionals/health-care-providers>
- Teepa Snow <https://teepasnow.com/>
- UC SF Weill Institute for Neurosciences Memory and Aging Center. Tips for Hospitalization <https://memory.ucsf.edu/treatments-stays/surgery-hospitalization/tips-hospitalization>
- Working With Dementia: Safe Work Practices for Caregivers Videos and Video Discussion Guide <https://www.worksafefbc.com/en/resources/health-safety/books-guides/working-with-dementia-safe-work-practices-for-caregivers?lang=en>

WPV and Covid

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- Resource Toolkit for the Clinician Well-Being Knowledge Hub, 2022. National Academy of Medicine <https://nam.edu/resource-toolkit-clinician-well-being-knowledge-hub/>
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