

Workplace Violence of Incivility, Bullying and Harassment of Nurses

Whereas American Nurses Association (ANA) defines incivility as being “one or more rude, discourteous, or disrespectful actions that may or may not have a negative intent behind them”. ANA defines bullying as “repeated, unwanted, harmful actions intended to humiliate, offend, and cause distress in the recipient”;

Whereas the 2015 position statement from ANA states that “The nursing profession will no longer tolerate violence of any kind from any source.” Per ANA survey 50% of horizontal or lateral violence is by a peer were as 42% is by a person at a higher level of authority. 1 in 4 nurses have been physically assaulted and half of all nurses have been bullied in some manner in the workplace;

Whereas the US Bureau of Labor statics finds that nurses are more likely to be assaulted than police officers;

Whereas the National Institute for Occupational Safety and Health defines workplace violence as: “Violent acts, including physical assaults and threats of assaults, directed towards a person at work or on duty. Even if no physical injury takes place: threats, abuse, hostility, harassment and other forms of verbal violence, can cause significant psychological trauma and stress and potentially escalate to physical violence”;

Whereas workplace violence can lead to: nurses having addiction problems with drugs and alcohol, PTSD, missed patient care, decreased recruitment, decreased retention rates, increased employee absenteeism, increased system cost due to turnover and workers comp claims,

Resolved, that the Oregon Nurses Association (ONA) its staff and members

1. urge employers to review workplace violence prevention programs, data, and outcomes with ONA Labor Rep and bargaining/executive committee as incidents arise to identify deficiencies and take appropriate actions,
2. urge ONA staff and its members to model a culture of respectful behavior appropriate for the nursing profession that is supportive and collaborative,
3. advocate to remove barriers for nurses to feel safe in reporting incidences of workplace violence and provide education on retaliation, intimidation, harassment, incivility, and bullying
4. urge ONA to provide a message/hotline to provide a safe place to report an incident,
5. reaffirmation of support for the existing ANA Resolutions on workplace violence from the ANA HOD 2006, 2010, 2012, and 2019 Issue Brief, and
6. affirm support for [Oregon S.B. 823](#), In the House of Representative [H.R. 1309](#) and In the Senate of the United States S. 851

Change only happens when ordinary people get involved, and they come together to demand it

- *President Barack Obama 2017 farewell address in Chicago, Il*