

Workplace violence (WPV) is defined as an act or threat occurring at the workplace that can include any of the following: verbal, nonverbal, written, or physical aggression; threats, intimidation, harassment, or humiliating words or actions; bullying; sabotage; sexual harassment; physical assaults; or other behaviors of concern involving staff, licensed practitioners, patients, or visitors.

By assessing worksites, preparing employees through training, and providing resources such as clear reporting procedures, healthcare facilities can help to reduce the impact of this hazard on the workforce and continue to ensure a safe place to provide care for patients.

Whether your facility already has a workplace violence program or is just starting to develop one, IPRO HQIC has a compendium of tools and resources to ensure that all aspects of this hazard are considered throughout the process.

Source	Date	Audience	Type	Description	Website/Title
American College of Emergency Physicians	2022	Leadership, administrators, policy makers, and planners	<ul style="list-style-type: none"> Organizational position statements WPV survey findings Research articles Podcasts 	Collection of resources specific to the impact of WPV on the emergency department.	No Silence on ED Violence
ASPR TRACIE	2022	Leadership, administrators, policy makers, planners, and staff engaged in direct patient care	<ul style="list-style-type: none"> Guidance documents Research papers Webinar 	Free technical resources that require account creation to access on website.	ASPR TRACIE: Healthcare Emergency Preparedness Information Gateway
U.S. Department of Health & Human Services	2022	State surveyors and hospital policy makers	<ul style="list-style-type: none"> Guidance document 	Background information to state survey agency directors from CMS related to WPV.	Workplace Violence - Hospitals
The Joint Commission	2022	Leadership, administrators, policy makers, planners, and staff engaged in direct patient care	<ul style="list-style-type: none"> Blog posts Compendiums Podcasts Presentations Resources Newsletters 	Information from The Joint Commission and other organizations related to the topic of WPV in healthcare.	The Joint Commission: Workplace Violence Prevention Resources
The National Library of Medicine	2022	Leadership, administrators, policy makers, and planners	<ul style="list-style-type: none"> Research article Guidance resource links 	Discusses effects of WPV, challenges to reporting, and need for collaborative approach to policy development.	Workplace violence in healthcare settings: The risk factors, implications, and collaborative preventative measures

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Occupational Safety and Health Administration (OSHA)	2016	Leadership, administrators, policy makers, and planners	<ul style="list-style-type: none"> Guidance document Assessment checklists 	Overview of WPV guidelines.	Guidelines for Preventing Workplace Violence for Healthcare and Social Service Workers
Centers for Disease Control National Institute for Occupational Health and Safety (NIOSH)	2020	Policy makers, planners, and staff engaged in direct patient care	<ul style="list-style-type: none"> Self-paced educational course 	Interactive course designed to help healthcare workers understand the scope and nature of WPV.	Workplace Violence Prevention for Nurses
World Health Organization	2022	Leadership, administrators, policy makers, and planners	<ul style="list-style-type: none"> Case studies Publications Research Working papers 	Discusses WPV from a global perspective.	Preventing violence against health workers
Minnesota State Department of Health	2023	Leadership, administrators, policy makers, planners, and staff engaged in direct patient care	<ul style="list-style-type: none"> Guidance document Planning tools Plan templates 	Provides leadership to frontline staff guidance on plan and policy development with templates.	Prevention of Violence in Healthcare Toolkit
EM (Emergency Management) Over Easy	2021	Leadership, administrators, policy makers, planners, and staff engaged in direct patient care	<ul style="list-style-type: none"> Podcast 	Panel discussion about best practices to approach the challenge of decreasing workplace violence.	EM Over Easy: Workplace Violence

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