

Workplace Violence

Workplace violence touches all nurses. Nursing is one of the occupational groups at most risk of workplace violence (Canadian Center for Occupational Health and Safety, 2017) and workplace violence is one of the leading causes of injury to registered nurses (New Brunswick Nurses Union, 2014). We also know that workplace violence negatively affects outcomes for clients, nurses and organizations (Canadian Nurses Association [CNA] and Canadian Federation of Nurses Unions [CFNU], 2014).

NANB believes that “All nurses have the right to work in a respectful environment that is free from any form of violence and bullying and to work where these are not tolerated as part of a nurse’s job” (CNA & CFNU, 2014, p.1).

The promotion of violence-free workplaces is a shared responsibility among all health care stakeholders (government, employers, unions, regulators, educators, nurses, clients and others); and it will take sustained, concerted and collaborative efforts for us to achieve violence-free workplaces (CNA & CFNU, 2014).

At the individual level nurses can play a role in preventing and managing workplace violence by:

- Participating in education and training related to workplace violence.
- Building knowledge of the signs of escalating behaviours and de-escalation strategies.
- Knowing your workplace violence prevention strategy.
- Assessing your workplace’s risk for violence and developing a workplace code of practice for violence (if this has not been done in workplace with fewer than 20 employees).
- Contributing or advocating for organizational strategies to prevent, identify and respond to violence.
- Seeking support to when potential or actual violent situations occur.
- Providing support to others when potential or actual violent situations occur.

Despite responses to workplace violence it is still a reality. Let us all work together for a culture that promotes and cultivates respectful and safe workplaces.

Canadian Center for Occupation Health and Safety. (2019). *Violence/Bullying*. Retrieved from <https://www.ccohs.ca/topics/wellness/violence/>

Canadian Nurses Association, & Canadian Federation of Nurses Unions. (2014). Workplace violence and bullying. Retrieved from https://www.cna-aic.ca/-/media/cna/page-content/pdf-en/workplace-violence-and-bullying_joint-position-statement.pdf

New Brunswick Nurses Union. (2014). Retrieved from <https://www.nbnu.ca/workplace-violence/>