

## Workplace Violence Against Nurses Individual Survey

This report summarizes the results of the Workplace Violence Against Nurses (WPVAN) Individual Survey collected during spring 2024. The results of prior studies can be found at: <https://dshs.texas.gov/chs/cnws/workplace-violence-reports.aspx>. The primary purpose of this survey is to assess the types and frequencies of verbal and physical violence nurses have experienced in the preceding year and throughout their careers.

The survey was sent via mail to 6,720 nurses that were selected from the 2023 licensure and re-licensure survey obtained from the Board of Nursing. For this iteration of the survey, vocational nurses, registered nurses, and advanced practice registered nurses across all employment settings were included in the survey population. There were 196 mailings that were returned, meaning that the total survey population was 6,524. There were 711 responses received via mail and electronically making the response rate 10.9%. After removing incomplete responses and any respondents that indicated they worked 0 hours per week providing direct patient care in the past month, there were 558 valid responses for analysis. Table 1a (Appendix A) shows the comparison of demographics and regional distribution between respondents, the survey sample, and the population of nurses in Texas with an active license that are currently working in nursing.

### Summary of Highlights

#### Prevalence of Workplace Violence

- 75.2% of respondents experienced WPV over the past 12 months. 87.9% of respondents experienced at least one type of WPV at any time of their career.
- The most frequent type of WPV experienced over the past 12 months and throughout the course of their career was verbal abuse (72.7% and 84.0%, respectively).
- The nurses with the highest prevalence of WPV over the past 12 months worked in correctional facilities (85.7%) and outpatient hospital facilities (85.4%).
- Nurses working in hospital inpatient units and hospital outpatient units had the the highest prevalence of WPV at any time in their career (93.0% and 91.6%, respectively).
- Patients were the most frequent perpetrators of violence.

#### Factors that Affect Workplace Violence

The three factors that respondents most frequently ranked as “very impactful” to WPV were lack of respect for healthcare workers (72.7%), insufficient staffing (59.3%), and unrealistic expectations from patients (57.9%).

#### Most Recent Workplace Violence Event

59.3% of respondents reported that the most recent WPV event they experienced is best categorized as verbal abuse.

84.6% of respondents that reported ever experiencing WPV stated that they did not miss any days as a result of the most recent WPV event.

- 26.0% of respondents experienced a change in their workplace situation as a result of the violent event.

Nurses were asked to indicate any feelings or conditions they’ve developed as a result of the WPV event.

- 41.5% of respondents felt like changing their workplace and 23.1% reported opting for an alternate career.
- 53.7% of nurses reported the most recent WPV event to their organizational-based occurrence or incident reporting system. This shows an increase from the 40.5% of respondents in 2016 that indicated reporting their most recent violent event to their employer.
- 55.1% of nurses that did not report the event to their employer decided to not report it because they did not expect anything to change in the long term.
- The most common type of support offered by employers was peer support via qualified trained peers (21.1%). 43.2% of respondents reported their organization did not offer them support.

## Workplace Violence Prevention

- On average, nurses rated their organization's level of safety to be "somewhat safe" (34.8%).
- Nurses working in Home Health or Hospice (61.1%) were most likely to rate their facility as very or extremely safe.
- The most frequently reported strategy by nurses and by employers was staff training (68.4% and 77.5%)<sup>1</sup>.

- The strategy most frequently reported to be very effective by nurses was a multidisciplinary response team (61.6%) and by employers was staff training (47.7%)<sup>1</sup>.
- Individual nurses reported that the most common type of WPV prevention training offered by employers was WPV awareness training (62.0%).

<sup>1</sup>Texas Department of State Health Services, Center for Nursing Workforce Studies. 2024 Employer Nurse Staffing Study, Workplace Violence Against Nurses.

## TCNWS Advisory Committee Recommendations

### Recommendation 1: Adopt No Tolerance Policies for Violent Behavior.

75.2% of respondents experienced WPV in the past 12 months and 87.9% experienced WPV at any point of their career. 72.7% of nurses said that lack of respect for healthcare workers is "very impactful" on WPV at their current place of employment. Lack of respect for healthcare workers was also one of the two factors that was most frequently selected (26.2%) as most impactful on WPV. Patients were the most frequently selected perpetrator for all violence types for any violence experienced in the past 12 months (47.4%-78.1%) and throughout the course of their career (38.4%-71.4%). The second most frequent perpetrator was friend or family of patients.

- Employers should adopt policies that show that their facility does not accept violent behavior from patients or their visitors.

### Recommendation 2: Promote realistic expectations among general public regarding the capabilities of healthcare providers.

Over half of respondents said that unrealistic expectations from patients (57.9%) and insufficient staffing (59.3%) are "very impactful" factors on WPV. Unrealistic expectations from patients and insufficient staffing were the two most frequently selected choices (26.2%) as being the most impactful factor on WPV.

- Organizations that represent healthcare providers, healthcare organizations, and organizations that represent patients should work together to communicate to patients what they can expect from their healthcare providers when there are healthcare staff shortages.

- Facilities should consider including nurses in staffing committees to better address and mitigate WPV against nurses.

### Recommendation 3: Ensure that frontline staff are included when creating any policies to prevent or reduce WPV.

53.6% of nurses indicated that "inadequate action on receiving complaints of WPV" was very impactful on WPV. 55.1% of nurses that did not report their most recent event of WPV chose to not report the event because they "did not expect anything to change in the long term". Nurses were asked about the strategies their employers use to prevent or reduce WPV and the effectiveness of each strategy. None of the most commonly used strategies were among those frequently categorized as "very effective". These findings suggest that the methods currently used by nurses employers to address or prevent WPV could better align with the approaches frontline nurses find most effective in addressing or preventing WPV.

- Under Senate Bill (SB) 240, facilities are required to adopt, implement, and enforce a written workplace violence prevention policy and plan to protect health care providers and employees from violent behavior and threats of violent behavior occurring at their facility<sup>2</sup>. To ensure compliance with SB 240, facilities should establish an effective action plan that actively includes representation from frontline staff in the creation and review of policies related to preventing and decreasing WPV.

<sup>2</sup>Campbell et al., Texas Legislature Online. Legislative Session 88(R) Senate Bill 240, 2023. <https://capitol.texas.gov/billlookup/Text.aspx?LegSess=88R&Bill=SB240>



## Recommendation 4: Use resources that are available, including experiences of other organizations, to inform WPV-related decisions.

While only 4.5% of respondents reported that their organization does not use any strategies to prevent or reduce WPV, some strategies are more successful than others. Employers can look for guidance from multiple sources when creating or making any changes to WPV-related policies and procedures. Some resources that are currently available include reports of previous and current recipients of the Workplace Violence Against Nurses (WPVAN) Prevention Grant (<https://www.dshs.texas.gov/center-health-statistics/texas-center-nursing-workforce-studies/workplace-violence-grant-program>) and educational resources offered by nursing organizations.

- In addition to input from frontline staff, employers of nurses should use the experiences of other organizations, including recipients of the WPVAN Prevention Grant, to inform WPV-related decisions.

## Recommendation 5: Increase awareness of WPV among newly licensed nurses and nursing students.

Results suggest that younger, less-experienced nurses have experienced WPV in the past 12 months at greater rates than their older, more experienced colleagues. Nurses aged 27 or younger reported a higher rate of WPV (90.9%) in the past 12 months compared to any other age group (62.5%-78.3%). Nurses with 2 years or less of experience reported higher rates of WPV compared to nurses with more years of experience.

- Employers and nurse educators should ensure that nursing students and newly licensed nurses are aware of the risk of WPV and resources available to them to prevent or mitigate WPV.

## Respondent Characteristics

### Age (n=551)

The average age of respondents was 47.6 years and the median age was 48.0. The minimum age was 21 and the maximum age was 80.

### Gender (n=552)

90.4% of respondents were female and 9.6% male.

### Nursing Licensure Level (n=554)

73.8% of respondents were practicing at an RN level. Table 1 shows the number of respondents by license type. Table 1b (Appendix A) shows the distribution of gender and average age by nurse licensure level of respondents.

Table 1. Distribution of respondents' license type (n=554)

License Type	# of Respondents	% of Respondents
Licensed Vocational Nurse (LVN)	89	16.1%
Registered Nurse (RN)	409	73.8%
Advanced Practice Registered Nurse (APRN)	56	10.1%

### Years of Experience in Nursing (n=556)

The average years of experience of respondents was 19.1 years. The median years of experience was 17.0 years.

### County Designations of Respondents' Primary Practice County (n=549)

The majority (85.1%) of respondents primarily practice in Metropolitan Non-Border counties. Table 2 shows the distribution of geographic designation of respondents.

Table 2. Geographic distribution of respondents (n=549)

Geographic Designation	Number of Respondents	% of Respondents
Metro Border	19	3.5%
Metro Non-Border	467	85.1%
Non-Metro Border	3	0.5%
Non-Metro Non-Border	60	10.9%

## Workplace Information

### Workplace

Participants were asked about the type of facility they work at the majority of the time. Several of the responses in the “Other” option indicated that they worked at more than one facility, but did not select the option “I split my time equally between two or more types of facilities”. As a result, the category “Splits time between two or more types of facilities but not equally” was added during analysis. Table 3 shows the frequencies of facility types where respondents work at by nurse type. Among all nurse types, the most frequently reported facilities were Hospital - Inpatient (49.8%), Ambulatory Care (9.2%), and Hospital - Outpatient (7.8%). Some examples of facilities included in the “other” category are schools, infusion centers, and managed care organizations. Respondents were also asked which department, unit, or area they work in most of the time. The most frequently selected units or primary area of work were Medical/Surgical (14.3%), Other (13.4%), Emergency (10.1%), and Pediatrics (9.1%). During analysis, the categories “Renal” and “Splits time between two or more units but unclear if equally” were added as categories. Occupational Health and Education/Research were added to “Other” due to making up less than 1% of respondents. Table 4 shows the frequencies of different types of units.

**Table 3. Response rates by facility and nurse license type. n=548**

Facility Type	LVN	RN	APRN	# of Respondents	% of Respondents
Hospital - Inpatient	13	250	11	274	50.0%
Hospital - Outpatient	2	36	4	42	7.7%
Ambulatory Care Setting	9	32	10	51	9.3%
Public Health/Community Health	3	13	6	22	4.0%
Nursing Home/Long-term Care Facility	29	7	0	36	6.6%
Home Health/Hospice	16	18	2	36	6.6%
Correctional Facility	2	4	2	8	1.5%
Private Practice	7	7	10	24	4.4%
Splits time between two or more types of facilities	5	22	8	35	6.4%
Other	1	16	3	20	3.6%
Total	87	405	56	548	-



**Table 4. Unit respondents work in most of the time. n=552**

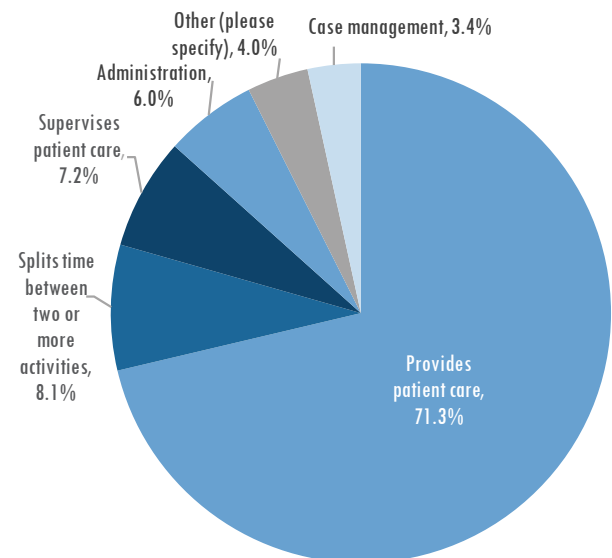
Facility Type	n	%
Medical/Surgical	79	14.3%
Operating/Recovery Room	37	6.7%
Obstetric/Gynecologic	34	6.2%
Psychiatric/Behavioral	28	5.1%
Intensive Care	43	7.8%
Emergency	56	10.1%
Home Care	28	5.1%
Family Practice	35	6.3%
Pediatrics	50	9.1%
Rehabilitation	22	4.0%
Renal	14	2.5%
Splits time between two or more departments/units/areas	51	9.2%
Other (please specify)	75	13.6%

## Primary Professional Activity

Respondents were also asked to indicate their primary professional activity in the past 12 months. The category “Splits time between two or more activities” was added to this variable because several respondents indicated that they split their time between more than one activity but did not indicate if they split their time equally. Primary activities included in the other categories are infection control and navigation. Figure 1 shows the primary professional activity of respondents.

The most frequently selected activities were providing patient care (71.3%), supervising patient care (7.2%), and administration (6.0%).

**Figure 1. Primary professional activities of respondents (n=554)**



## Hours Per Week Working in Nursing

Respondents were asked how many hours per week they spent providing direct patient care. The average number of hours worked in direct patient care per week were 36.9 and the median was 36.0 hours. 78.9% of respondents were employed at a full-time capacity. Full-time was defined as working 30 hours per week or more. Table 5 shows the mean and median number of hours worked per week by facility.

**Table 5. Mean and median hours per week by facility type (n=552)**

Facility Type	n	Mean	Median
Hospital - Inpatient	275	37.4	36.0
Hospital - Outpatient	43	33.5	36.0
Ambulatory Care Setting	51	40.6	40.0
Public Health/Community Health	22	31.1	37.5
Nursing Home/Long-term Care Facility	37	38.7	40.0
Home Health/Hospice	37	35.8	40.0
Correctional Facility	8	32.5	40.0
Private Practice	24	31.8	35.5
Splits time between two or more types of facilities	35	37.2	40.0
Other	20	38.1	40.0

## Prevalence of Workplace Violence

### Experienced Workplace Violence

Respondents were asked about the frequency and type, if any, of WPV they have experienced in the past 12 months. WPV was defined as “the use of physical force or emotional abuse, against an employee, resulting in physical or emotional injury and consequences”. For the definition of each type of WPV, please see Appendix C. Data on any experiences of WPV in the past 12 months were further filtered to remove any responses that indicated experiencing a specific type of WPV in the past 12 months but did not report experiencing that same type of WPV over the course of their career.

75.2% of respondents reported they experienced WPV over the past 12 months. The most frequently reported types of WPV nurses experienced in the past 12 months were verbal abuse (72.7%), followed by threat (55.0%), and physical assault (34.7%). When divided by age group, those who 27 years of age or younger were more likely to experience violence in the past 12 months (90.9%) than other age groups (62.5%-76.6%). When separated by years of experience, those that have 2 years of experience

or less have experienced WPV at greater rates than nurses with more years of experience (64.4%-87.0%). Table 6a and 6b in appendix A shows the differences in workplace prevalence in the past 12 months by age group and by years of experience.

- Table 8 (page 6) shows the types of WPV experienced and their frequencies.
- Tables 8a-8e in Appendix A show the frequencies at which nurses in each facility type experienced five types of violence in the past 12 months.

87.9% of respondents reported experiencing at least one type of WPV at any time of their career.

- The most frequently reported types of WPV experienced over the course of respondents’ career were verbal abuse (84.0%), threats (72.7%), and physical assault (56.6%).
- Similar to the 2016 Individual WPV survey, the most frequently reported type of WPV was verbal abuse.

**Table 8. WPV prevalence in the past 12 months**

Type of Workplace Violence Event	Physical Assault (n=539)	Threat (n=540)	Sexual Harassment (n=534)	Verbal Abuse (n=546)	Use of a Weapon (n=535)
Never (0 times)	65.3%	45.0%	67.0%	27.3%	90.1%
Rarely (1-3 times)	20.8%	24.8%	20.2%	24.5%	9.3%
Occasionally (4-8 times)	10.2%	15.7%	8.4%	19.4%	0.6%
Frequently (9 or more times)	3.7%	14.4%	4.3%	28.8%	0.0%

**Table 9. WPV prevalence throughout nurses' career**

Type of Workplace Violence Event	Physical Assault (n=549)	Threat (n=545)	Sexual Harassment (n=542)	Verbal Abuse (n=551)	Use of a Weapon (n=539)
Never (0 times per year)	43.4%	27.3%	46.5%	16.0%	78.5%
Rarely (1-3 times per year)	27.5%	27.9%	28.6%	21.1%	18.0%
Occasionally (4-8 time per year)	15.8%	17.2%	12.9%	20.7%	2.2%
Frequently (9 or more times per year)	13.3%	27.5%	12.0%	42.3%	1.3%

- Table 9 shows how frequently respondents experienced an event of WPV throughout the course of their career.
- Tables 9a-9e in Appendix A show the frequencies at which nurses in each facility type experienced five types of WPV over the course of their career.

Table 10 shows the percentage of nurses that have experienced at least one type of WPV event in the past 12 months and at any point of their career.

- Nurses working in a Correctional Facility and nurses working in an Outpatient Hospital had the highest prevalence of WPV in the past 12 months (85.7% and 85.4%, respectively).
- Nurses working in hospital inpatient units and hospital outpatient units had the the highest prevalence of WPV at any time in their career (93.0% and 91.6%, respectively).

**Table 10. Workplace violence prevalence by facility type**

Facility Type	n	% of respondents that report experiencing WPV		
		in past 12 months	n	at any point of their career
Hospital - Inpatient	257	81.7%	275	91.6%
Hospital - Outpatient	41	85.4%	43	93.0%
Ambulatory Care Setting	48	56.3%	51	90.2%
Public Health/Community Health	22	50.0%	22	77.3%
Nursing Home/Long-term Care Facility	32	78.1%	36	86.1%
Home Health/Hospice	34	50.0%	37	70.3%
Correctional Facility	7	85.7%	8	87.5%
Private Practice	24	66.7%	24	83.3%
Splits time between two or more types of facilities	35	80.0%	35	85.7%
Other	20	75.0%	19	78.9%

## Perpetrators of Workplace Violence

Tables 11 and 12 show the groups who committed each type of WPV event in the past 12 months and over the course of the nurses' career. Respondents could select more than one option.

- For all types of WPV events experienced in the past 12 months, patients were the most frequent perpetrator. Patients were also the most frequently selected perpetrator in the 2016 WPV Individual survey.

**Table 11. Perpetrator of violence by type of WPV experienced over the past 12 months**

Type of WPV	n	Patient	Family or Friend of a Patient	Supervisor	Physician	Peer	Other
Physical Assault	181	78.1%	14.7%	0.9%	1.3%	4.5%	0.4%
Threat	288	51.9%	33.5%	3.9%	2.8%	6.3%	1.5%
Sexual Harrassment	165	70.0%	15.0%	1.4%	4.3%	7.7%	1.4%
Verbal Abuse	370	47.4%	29.0%	4.8%	8.9%	8.2%	1.7%
Use of a Weapon	46	75.0%	9.6%	1.9%	3.8%	1.9%	7.7%

- For all types of WPV experienced throughout respondents' careers, the most frequent perpetrator was a patient.

**Table 12. Perpetrator of violence by type of WPV experienced throughout their career**

Type of WPV	n	Patient	Family or Friend of a Patient	Supervisor	Physician	Peer	Other
Physical Assault	293	71.4%	19.6%	0.8%	3.8%	3.0%	1.5%
Threat	361	44.4%	32.7%	6.0%	6.9%	9.1%	1.0%
Sexual Harrassment	265	51.2%	16.8%	3.3%	13.7%	12.1%	2.8%
Verbal Abuse	418	38.4%	26.5%	8.2%	14.2%	11.6%	1.0%
Use of a Weapon	99	66.9%	23.4%	0.8%	1.6%	0.8%	6.5%

## Factors that Affect Workplace Violence

Nurses were asked to rank the perceived impact of specific factors on WPV at their current place of employment.

The three factors that were most frequently placed in the “very impactful” category were:

- Lack of respect for healthcare workers (72.7%).
- Insufficient staffing (59.3%).
- Unrealistic expectations from patients (57.9%).

Table 13 shows how frequently each factor was categorized as very, somewhat, or not impactful.

Respondents were then asked to select the factor they think is most impactful. The two top risk factors were insufficient staffing (26.2%) and lack of respect for healthcare workers (26.2%). Tables 13a, 13b, and 13c in Appendix A show the factors most frequently selected as a top risk factor and the most frequently selected risk factor by facility, nurse type, and by age group.

**Table 13. Perceived impact of factors on WPV**

Factor	n	Very impactful	Somewhat impactful	Not impactful
Lack of respect for healthcare workers	517	72.7%	17.2%	10.1%
Insufficient staffing	519	59.3%	27.6%	13.1%
Unrealistic expectations from patients	508	57.9%	28.5%	13.6%
Inadequate action on receiving complaints of WPV	500	53.6%	29.4%	17.0%
Inadequate security arrangements	509	50.7%	29.9%	19.4%
Overcrowding in the clinical environment	492	45.9%	28.5%	25.6%
Long wait times	499	45.1%	32.9%	22.0%
Negative and inappropriate media reporting	493	45.0%	29.2%	25.8%
Lack of resources (equipment or medications)	502	44.8%	34.5%	20.7%
Inappropriate knowledge about the disease/health condition	500	44.0%	38.0%	18.0%

## Most Recent Workplace Violence Event

Figure 2 shows how respondents would categorize their most recent WPV event.

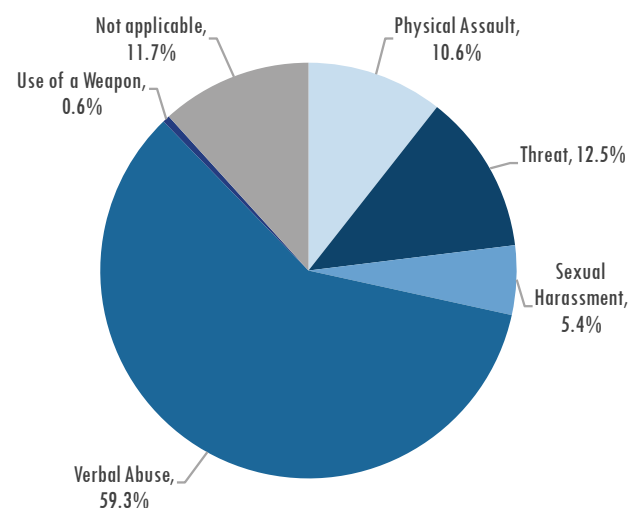
59.3% of respondents reported that the most recent WPV event they experienced is best categorized as verbal abuse.

### Workplace Violence Outcomes

Nurses were asked to specify the number of days they missed work due to the most recent incident of WPV they experienced.

- 84.6% of respondents that reported ever experiencing WPV stated that they did not miss any days as a result of the most recent WPV event.
- If the respondent was absent from work due to the violent event, they most frequently reported being absent for 1 day to less than 3 days.
- 1.7% of respondents reported missing a month or longer.

**Figure 2. Most Recent Type of WPV Experienced by Nurse (n= 538 )**





- Respondents in Nursing home/Long-Term care facilities were most likely to miss at least a day of work as a result of the event. See Table 14 in Appendix A.

Nurses were asked to indicate any changes in their work situation resulting from the most recent violent event.

- 26.0% of respondents experienced a change in their workplace situation as a result of the violent event.

Nurses were asked to indicate any feelings or conditions they've developed as a result of the event.

- 41.5% of respondents felt like changing their workplace and 23.1% reported opting for an alternate career.
- 27.8% of respondents that experienced a recent WPV event reported that the event did not affect them at all.

Nurses were asked if they reported their most recent WPV event through an organizational-based occurrence or incident reporting system.

- 53.7% of nurses reported the most recent event, which is higher than the 40.5% of respondents to the 2016 survey that indicated reporting their most recent violent event.
- Nurses that split their time between two or more facilities and those who work in private practice had the highest percentage of respondents that did not report their most recent WPV event (69.2% and 63.2%, respectively). In the 2016 survey, Hospital and Freestanding Emergency Care nurses were least likely to report their most recent WPV event.
- Nurses that split their time between two or more facilities but did not indicate if equally had the highest percent of respondents that reported their most recent WPV event (64.7%).

Nurses who did not report the event were asked to select reasons for not reporting, respondents could select more than one option.

- The most selected reason was that they did not expect anything to change in the long term (55.1%). This was also the most selected by respondents in the 2016 survey. See Table 15 (Appendix A) for the frequencies of all reasons. This is a 37.7% increase from the percent of participants that chose this reason in the 2016 survey.
- The reason most frequently selected by nurses who split their time between two or more facilities was that they did not expect anything to change in the long-term.
- The reason most frequently selected by nurses working in private practice was that WPV is an accepted/expected part of the job.

Nurses were asked what type of support was offered by their employers following this event and what was utilized. Respondents could select more than one type of support.

- The most selected type of support that was offered by employers was peer support via qualified trained peers (21.1%).
- 43.2% of respondents reported their organization did not offer them support.
- The most selected types of support that were utilized by nurses was peer support via qualified peers (12.2%) and counseling through the employee assistance program (3.8%).

## Workplace Violence Prevention

Nurses were asked about their current workplace's level of safety and effectiveness at preventing workplace violence. Table 16 shows the level of safety reported by facility type.

- 42.6% of nurses said their facility was “very or extremely safe” and 38.4% said their organization is “very or extremely effective” at preventing workplace violence.
- Nurses working in Home Health or Hospice (61.1%) were most likely to rate their facility as “very or extremely safe”.
- 50.0% of nurses working at Correctional Facilities rated their organization as “not at all or slightly safe.”
- Nurses working in “Other” facility types (60.0%) and nurses working in Home Health or Hospice (58.3%) were most likely to rate their facility as very or extremely effective at preventing and managing workplace violence.

**Table 16. Organization's level of safety and effectiveness at preventing and managing WPV by facility type**

Facility Type	Safety (n=549)				Effectiveness at preventing & managing WPV (n=550)			
	n	Not at all or slightly safe	Somewhat Safe	Very or Extremely Safe	n	Not at all or slightly effective	Somewhat effective	Very or Extremely effective
Hospital - Inpatient	273	25.6%	39.6%	34.8%	274	33.6%	32.8%	33.6%
Hospital - Outpatient	43	14.0%	41.9%	44.2%	43	20.9%	37.2%	41.9%
Ambulatory Care Setting	51	13.7%	27.5%	58.8%	51	23.5%	31.4%	45.1%
Public Health/Community Health	22	18.2%	27.3%	54.5%	22	22.7%	31.8%	45.5%
Nursing Home/Long-term Care Facility	37	37.8%	24.3%	37.8%	37	40.5%	29.7%	29.7%
Home Health/Hospice	36	5.6%	33.3%	61.1%	36	16.7%	25.0%	58.3%
Correctional Facility	8	50.0%	25.0%	25.0%	8	50.0%	25.0%	25.0%
Private Practice	24	4.2%	41.7%	54.2%	24	16.7%	45.8%	37.5%
Splits time between two or more types of facilities	35	31.4%	25.7%	42.9%	35	37.1%	25.7%	37.1%
Other	20	15.0%	25.0%	60.0%	20	15.0%	25.0%	60.0%
All facilities	549	22.2%	35.2%	42.6%	550	29.6%	32.0%	38.4%



## Comparing Reported Effectiveness of Workplace Violence Prevention Strategies

Nurses and employers were asked about the strategies their organization has implemented to prevent or reduce workplace violence and their effectiveness.

- The strategies that were most frequently reported by nurses were:
  - Staff training (68.4%).
  - Alarms (49.8%).
  - Restricted access (46.4%).
- The strategies that were most reported to be very effective by nurses were:
  - A multidisciplinary response team (61.6%)
  - Chaperones (57.9%)
  - Availability of restraints and policies for use (56.5%)
- The strategies that were reported to be most effective by employers were<sup>1</sup>:
  - Staff training (47.7%)
  - Addressing physical security and safety (8.2%)
  - System for responding to and investigating violent incidents (4.1%)

## Workplace Violence Prevention Training

Nurses were asked to indicate the types of workplace violence prevention training they took in the past 12 months.

- The most common workplace violence prevention trainings offered were:
  - Workplace Violence awareness training (62.0%).
  - Training on techniques for de-escalation (57.0%).
  - Training on assessing potential risk for violent behavior (40.7%).
- 15.2% of respondents reported that their employer does not offer workplace violence training.

Respondents were also asked what type of workplace violence prevention trainings they've taken.

- The most common workplace violence prevention trainings taken were:
  - Workplace violence awareness trainings (57.9%).
  - Trainings on techniques for de-escalation (51.6%).
  - Training on assessing potential risk for violent behavior (37.3%).
- Nurses working in Correctional Facilities were the most likely to have received workplace violence prevention training in the past 12 months with 100% reporting at least one type of training.
- Nurses working at a Nursing Home/Long Term Care Facility and nurses working in Home Health/Hospice Agency were the least likely to have had any workplace violence prevention training offered to them in the past 12 months (56.8% and 56.8%, respectively).

Table 17 (Appendix A) shows the percent of nurses that have been offered at least one type of training by their employers and the percent of nurses that have taken at least one type of training by facility.

**Table 1a. Comparison of demographics of respondents, sample, and nurses in Texas with an active license and employed in nurses.**

Variables		2024 Workplace Violence Against Nurses Individual Survey Respondents (n=558)	2024 Workplace Violence Against Nurses Individual Survey Sample (n=6,524)	Nurses with an Active License and Actively Employed in Texas from the 2023 Board of Nursing Licensure File (n=327,284)
Regions	Panhandle	5.1%	4.0%	3.8%
	North Texas	36.8%	29.2%	30.6%
	East Texas	8.6%	8.2%	5.9%
	Gulf Coast	21.7%	25.4%	25.7%
	Central Texas	9.5%	11.5%	11.4%
	South Texas	10.2%	11.3%	11.6%
	Rio Grande Valley	3.6%	4.6%	4.7%
	West Texas	4.6%	5.9%	6.3%
Age	Mean years	47.6	45.1	45.0
Gender	Female	90.4%	97.9%	98.0%
	Male	9.6%	2.1%	2.0%
License Type	LVN	16.1%	17.8%	18.1%
	RN	73.8%	71.1%	70.9%
	APRN	10.1%	11.0%	10.9%

**Table 1b. Gender by License Type (n=551)**

Demographic	License Type		
	LVN n=406	RN n=407	APRN n=55
Age	51.6	46.9	46.5
Female	92.1%	90.4%	87.3%
Male	7.9%	9.6%	12.7%

**Table 6a. WPV prevalence in the past 12 months by age group (n=520)**

Age Group	n	% that has experienced WPV in the past 12 months
≤27 years old	22	90.9%
28-44 years old	180	78.3%
45-59 years old	214	76.6%
60 years or older	104	62.5%

**Table 6b. WPV prevalence in the past 12 months by years of experience (n=517)**

Years of Experience	n	% that has experienced WPV in the past 12 months
2 years or less	15	100.0%
3 to 5 years	49	71.4%
6 to 10 years	77	87.0%
11 to 20 years	162	73.9%
21 to 30 years	128	74.2%
More than 30 years	88	64.4%

**Table 8a. Frequency of Physical Assault in the past 12 months by Facility Type. n= 534**

	"Never (0 times)"	"Rarely (1-3 times)"	"Occasionally (4-8 times)"	"Frequently (9 or more times)"
Hospital - Inpatient	51.7%	30.1%	13.4%	4.8%
Hospital - Outpatient	73.8%	14.3%	9.5%	2.4%
Ambulatory Care	95.7%	4.3%	0.0%	0.0%
Public Health/Community Health	81.8%	13.6%	4.5%	0.0%
Nursing Home/Long-term Care Facility	51.6%	19.4%	19.4%	9.7%
Home Health/Hospice	88.9%	2.8%	5.6%	2.8%
Correctional Facility	75.0%	25.0%	0.0%	0.0%
Private Practice	95.8%	4.2%	0.0%	0.0%
Splits time between two or more types of facilities	71.4%	14.3%	8.6%	5.7%
Other	80.0%	10.0%	10.0%	0.0%

**Table 8b. Frequency of Threat in the past 12 months by Facility Type. n= 534**

	"Never (0 times)"	"Rarely (1-3 times)"	"Occasionally (4-8 times)"	"Frequently (9 or more times)"
Hospital - Inpatient	33.8%	28.3%	20.4%	17.5%
Hospital - Outpatient	38.1%	31.0%	14.3%	16.7%
Ambulatory Care Setting	68.1%	14.9%	12.8%	4.3%
Public Health/Community Health	76.2%	14.3%	9.5%	0.0%
Nursing Home/Long-term Care Facility	41.2%	17.6%	17.6%	23.5%
Home Health/Hospice	80.6%	11.1%	5.6%	2.8%
Correctional Facility	14.3%	14.3%	14.3%	57.1%
Private Practice	66.7%	33.3%	0.0%	0.0%
Splits time between two or more types of facilities	42.9%	34.3%	14.3%	8.6%
Other	60.0%	20.0%	5.0%	15.0%



**Table 8c. Frequency of Sexual Harassment in the past 12 months by Facility Type.**  
n= 534

	"Never (0 times)"	"Rarely (1-3 times)"	"Occasionally (4-8 times)"	"Frequently (9 or more times)"
Hospital - Inpatient	59.8%	24.6%	11.0%	4.5%
Hospital - Outpatient	59.5%	31.0%	2.4%	7.1%
Ambulatory Care Setting	78.7%	14.9%	2.1%	4.3%
Public Health/Community Health	95.2%	0.0%	4.8%	0.0%
Nursing Home/Long-term Care Facility	66.7%	15.2%	15.2%	3.0%
Home Health/Hospice	88.9%	8.3%	2.8%	0.0%
Correctional Facility	62.5%	12.5%	0.0%	25.0%
Private Practice	79.2%	20.8%	0.0%	0.0%
Splits time between two or more types of facilities	58.8%	20.6%	11.8%	8.8%
Other	80.0%	10.0%	10.0%	0.0%

**Table 8d. Frequency of Verbal Abuse in the past 12 months by Facility Type. n= 52**

	"Never (0 times)"	"Rarely (1-3 times)"	"Occasionally (4-8 times)"	"Frequently (9 or more times)"
Hospital - Inpatient	21.0%	22.4%	22.1%	34.6%
Hospital - Outpatient	19.0%	26.2%	19.0%	35.7%
Ambulatory Care Setting	43.1%	27.5%	17.6%	11.8%
Public Health/Community Health	54.5%	22.7%	9.1%	13.6%
Nursing Home/Long-term Care Facility	23.5%	20.6%	8.8%	47.1%
Home Health/Hospice	55.9%	26.5%	8.8%	8.8%
Correctional Facility	12.5%	12.5%	25.0%	50.0%
Private Practice	37.5%	37.5%	20.8%	4.2%
Splits time between two or more types of facilities	22.9%	25.7%	28.6%	22.9%
Other	25.0%	35.0%	20.0%	20.0%

**Table 8e. Frequency of Use of a Weapon in the past 12 months by Facility Type.**  
n= 529

	"Never (0 times)"	"Rarely (1-3 times)"	"Occasionally (4-8 times)"	"Frequently (9 or more times)"
Hospital - Inpatient	87.9%	11.4%	0.8%	0.0%
Hospital - Outpatient	92.7%	7.3%	0.0%	0.0%
Ambulatory Care Setting	95.8%	4.2%	0.0%	0.0%
Public Health/Community Health	100.0%	0.0%	0.0%	0.0%
Nursing Home/Long-term Care Facility	76.5%	23.5%	0.0%	0.0%
Home Health/Hospice	100.0%	0.0%	0.0%	0.0%
Correctional Facility	100.0%	0.0%	0.0%	0.0%
Private Practice	100.0%	0.0%	0.0%	0.0%
Splits time between two or more types of facilities	88.6%	11.4%	0.0%	0.0%
Other	90.0%	5.0%	5.0%	0.0%

**Table 9a. Frequency of Physical Assault throughout Career. n= 544**

	"Never (0 times)"	"Rarely (1-3 times)"	"Occasionally (4-8 times)"	"Frequently (9 or more times)"
Hospital - Inpatient	32.2%	29.3%	20.5%	17.9%
Hospital - Outpatient	45.2%	35.7%	11.9%	7.1%
Ambulatory Care Setting	57.1%	26.5%	14.3%	2.0%
Public Health/Community Health	54.5%	31.8%	9.1%	4.5%
Nursing Home/Long-term Care Facility	40.0%	17.1%	20.0%	22.9%
Home Health/Hospice	67.6%	16.2%	13.5%	2.7%
Correctional Facility	37.5%	25.0%	25.0%	12.5%
Private Practice	70.8%	25.0%	4.2%	0.0%
Splits time between two or more types of facilities	51.4%	34.3%	2.9%	11.4%
Other	68.4%	10.5%	0.0%	21.1%

Table 9b. Frequency of Threats throughout Career. n= 540

	"Never (0 times)"	"Rarely (1-3 times)"	"Occasionally (4-8 times)"	"Frequently (9 or more times)"
Hospital - Inpatient	19.2%	28.8%	18.8%	33.2%
Hospital - Outpatient	26.2%	31.0%	11.9%	31.0%
Ambulatory Care Setting	38.8%	24.5%	18.4%	18.4%
Public Health/Community Health	42.9%	38.1%	14.3%	4.8%
Nursing Home/Long-term Care Facility	20.0%	28.6%	17.1%	34.3%
Home Health/Hospice	61.1%	19.4%	16.7%	2.8%
Correctional Facility	25.0%	12.5%	12.5%	50.0%
Private Practice	41.7%	25.0%	20.8%	12.5%
Splits time between two or more types of facilities	25.7%	34.3%	22.9%	17.1%
Other	36.8%	26.3%	0.0%	36.8%

Table 9c. Frequency of Sexual Harassment throughout Career. n= 537

	"Never (0 times)"	"Rarely (1-3 times)"	"Occasionally (4-8 times)"	"Frequently (9 or more times)"
Hospital - Inpatient	40.8%	31.3%	13.6%	14.3%
Hospital - Outpatient	39.5%	37.2%	9.3%	14.0%
Ambulatory Care Setting	60.4%	20.8%	12.5%	6.3%
Public Health/Community Health	70.0%	20.0%	5.0%	5.0%
Nursing Home/Long-term Care Facility	53.1%	18.8%	18.8%	9.4%
Home Health/Hospice	72.2%	13.9%	11.1%	2.8%
Correctional Facility	37.5%	12.5%	25.0%	25.0%
Private Practice	37.5%	41.7%	8.3%	12.5%
Splits time between two or more types of facilities	40.0%	34.3%	14.3%	11.4%
Other	52.6%	21.1%	10.5%	15.8%

Table 9d. Frequency of Verbal Abuse throughout Career. n= 546

	"Never (0 times)"	"Rarely (1-3 times)"	"Occasionally (4-8 times)"	"Frequently (9 or more times)"
Hospital - Inpatient	11.0%	19.1%	19.5%	50.4%
Hospital - Outpatient	14.0%	25.6%	14.0%	46.5%
Ambulatory Care Setting	17.6%	27.5%	29.4%	25.5%
Public Health/Community Health	31.8%	27.3%	13.6%	27.3%
Nursing Home/Long-term Care Facility	16.7%	25.0%	13.9%	44.4%
Home Health/Hospice	41.7%	19.4%	19.4%	19.4%
Correctional Facility	12.5%	12.5%	25.0%	50.0%
Private Practice	16.7%	25.0%	29.2%	29.2%
Splits time between two or more types of facilities	14.3%	20.0%	31.4%	34.3%
Other	21.1%	15.8%	21.1%	42.1%

Table 9e. Frequency of Use of a Weapon throughout Career. n= 534

	"Never (0 times)"	"Rarely (1-3 times)"	"Occasionally (4-8 times)"	"Frequently (9 or more times)"
Hospital - Inpatient	73.1%	22.0%	3.4%	1.5%
Hospital - Outpatient	79.1%	16.3%	2.3%	2.3%
Ambulatory Care Setting	91.5%	8.5%	0.0%	0.0%
Public Health/Community Health	100.0%	0.0%	0.0%	0.0%
Nursing Home/Long-term Care Facility	67.6%	32.4%	0.0%	0.0%
Home Health/Hospice	94.3%	5.7%	0.0%	0.0%
Correctional Facility	75.0%	25.0%	0.0%	0.0%
Private Practice	95.8%	4.2%	0.0%	0.0%
Splits time between two or more types of facilities	74.3%	22.9%	2.9%	0.0%
Other	78.9%	10.5%	0.0%	10.5%

**Table 13a. Factors selected as most impactful. n=474**

Factor	% of respondents that selected this factor as most impactful
Insufficient staffing	26.2%
Lack of respect for healthcare workers	26.2%
Unrealistic expectations from patients	22.8%
Inadequate action on receiving complaints of WPV	8.6%
Inadequate security arrangements	7.2%
Long wait times	3.2%
Overcrowding in the clinical environment	1.9%
Inappropriate knowledge about the disease/health condition	1.9%
Lack of resources (equipment or medications)	1.3%
Negative and inappropriate media reporting	0.8%



**Table 13b. Most impactful risk factor by facility. n=469**

Factor	Hospital - Inpatient	Hospital - Outpatient	Ambulatory Care Setting	Public Health/ Community Health	Nursing Home/ Long-term Care Facility	Home Health/ Hospice	Correctional Facility	Private Practice	Splits time between two or more types of facilities	Other
Insufficient staffing	27.9%	13.5%	9.1%	27.8%	37.9%	32.1%	12.5%	31.6%	32.0%	35.7%
Lack of resources (equipment or medications)	0.8%	0.0%	0.0%	0.0%	6.9%	3.6%	0.0%	5.3%	0.0%	0.0%
Overcrowding in the clinical environment	2.0%	5.4%	0.0%	0.0%	0.0%	3.6%	0.0%	0.0%	0.0%	0.0%
Long wait times	0.8%	8.1%	11.4%	5.6%	0.0%	7.1%	0.0%	10.5%	0.0%	0.0%
Inadequate security arrangements	8.1%	2.7%	6.8%	11.1%	6.9%	3.6%	37.5%	0.0%	8.0%	0.0%
Inadequate action on receiving complaints of workplace violence	8.9%	10.8%	15.9%	16.7%	3.4%	3.6%	12.5%	0.0%	8.0%	0.0%
Unrealistic expectations from patients	23.1%	29.7%	29.5%	11.1%	17.2%	14.3%	0.0%	21.1%	24.0%	35.7%
Inappropriate knowledge about the disease/health condition	2.0%	0.0%	2.3%	5.6%	0.0%	3.6%	0.0%	0.0%	0.0%	7.1%
Lack of respect for healthcare workers	25.5%	29.7%	25.0%	22.2%	24.1%	28.6%	25.0%	31.6%	28.0%	21.4%
Negative and inappropriate media reporting	0.8%	0.0%	0.0%	0.0%	3.4%	0.0%	12.5%	0.0%	0.0%	0.0%



**Table 13c. Most impactful risk factor by age group. n=467**

Factor	Age group			
	≤ 27	28-44	45-59	60+
Insufficient staffing	24.0%	26.0%	25.7%	27.0%
Lack of resources (equipment or medications)	0.0%	1.7%	1.1%	0.0%
Overcrowding in the clinical environment	8.0%	0.6%	2.1%	2.7%
Long wait times	0.0%	1.1%	3.7%	8.1%
Inadequate security arrangements	4.0%	8.3%	6.4%	6.8%
Inadequate action on receiving complaints of workplace violence	12.0%	9.4%	8.0%	8.1%
Unrealistic expectations from patients	12.0%	24.3%	21.4%	27.0%
Inappropriate knowledge about the disease/health condition	8.0%	0.0%	3.7%	0.0%
Lack of respect for healthcare workers	32.0%	28.2%	26.7%	18.9%
Negative and inappropriate media reporting	0.0%	0.6%	1.1%	1.4%

**Table 13d. Most impactful risk factor by license type. n=470**

Factor	LVN (n=62)	RN (n=361)	APRN (n=47)
Insufficient staffing	27.4%	26.3%	25.5%
Lack of resources (equipment or medications)	3.2%	1.1%	0.0%
Overcrowding in the clinical environment	1.6%	2.2%	0.0%
Long wait times	4.8%	1.9%	6.4%
Inadequate security arrangements	6.5%	7.2%	8.5%
Inadequate action on receiving complaints of workplace violence	6.5%	9.4%	6.4%
Unrealistic expectations from patients	19.4%	23.3%	25.5%
Inappropriate knowledge about the disease/health condition	0.0%	1.9%	2.1%
Lack of respect for healthcare workers	29.0%	25.8%	25.5%
Negative and inappropriate media reporting	1.6%	0.8%	0.00%

**Table 14. Number of days absent by facility type. n=486**

Type of Facility	Number of days absent as a result of most recent WPV event							
	None	Less than 1 day	1 day to less than 3 days	3 days to less than 7 days	7 days to less than 14 days	14 days to less than 1 month	1 month to less than 3 months	3 months or more
Hospital - Inpatient	85.6%	1.2%	8.0%	1.6%	0.4%	1.2%	0.8%	1.2%
Hospital - Outpatient	83.3%	9.5%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Ambulatory Care Setting	84.8%	6.5%	2.2%	2.2%	4.3%	0.0%	0.0%	0.0%
Public Health/Community Health	90.0%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.0%
Nursing Home/Long-term Care Facility	67.7%	6.5%	12.9%	6.5%	3.2%	3.2%	0.0%	0.0%
Home Health/Hospice	72.0%	4.0%	12.0%	0.0%	4.0%	4.0%	0.0%	4.0%
Correctional Facility	71.4%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	14.3%
Private Practice	84.2%	0.0%	5.3%	5.3%	5.3%	0.0%	0.0%	0.0%
Splits time between two or more types of facilities	90.0%	0.0%	6.7%	3.3%	0.0%	0.0%	0.0%	0.0%
Other	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

**Table 15. Reasons for not reporting the most recent WPV event. n= 267**

Reason for not reporting	n	%
My organization has no incident reporting system	9	3.4%
Not sure how to report	20	7.5%
Process too complicated	28	10.5%
Fear of being blamed for the episode	39	14.6%
Fear of retaliation from employer	49	18.4%
Fear of lack of support from colleagues	29	10.9%
Do not expect anything to change in the long-term	147	55.1%
Too many episodes/too busy to report	67	25.1%
It is an accepted/expected part of the job	97	36.3%
Lack of follow up/response from management	53	19.9%
Feel I can manage episode(s) effectively	67	25.1%
Time constraints	31	11.6%
Feel patient was not responsible for their actions or had a diminished responsibility	69	25.8%
Other	8	3.0%



**Table 16a . Organizational safety and effectiveness by age group.**

Age Group	Safety (n=548)				Effectiveness at preventing & managing WPV (n=549)			
	n	Not at all or slightly safe	Somewhat Safe	Very or Extremely Safe	n	Not at all or slightly effective	Somewhat effective	Very or Extremely effective
≤27	25	28.0%	40.0%	32.0%	25	40.0%	36.0%	24.0%
28-44	194	25.8%	33.0%	41.2%	195	33.8%	29.2%	36.9%
45-59	224	24.6%	36.2%	39.3%	224	32.6%	33.9%	33.5%
60+	105	8.6%	33.3%	58.1%	105	13.3%	29.5%	57.1%

**Table 17. Percent of participants that have been offered at least one type of WPV training by their employers and percent of respondents that have taken WPV training in the past 12 months. (n=552)**

Facility Type	n	% of respondents that have been offered at least one type of WPV training by their employers in the past 12 months	% of respondents that have taken at least one type of WPV training in the past 12 months
Hospital - Inpatient	275	84.7%	79.3%
Hospital - Outpatient	43	93.0%	93.0%
Ambulatory Care Setting	51	84.3%	82.4%
Public Health/Community Health	22	72.7%	63.6%
Nursing Home/Long-term Care Facility	37	56.8%	51.4%
Home Health/Hospice	37	56.8%	51.4%
Correctional Facility	8	100.0%	100.0%
Private Practice	24	58.3%	58.3%
Splits time b/t two or more types of facilities	35	85.7%	82.9%
Other	20	70.0%	65.0%

## Appendix B: Individual Nurse Survey Instrument

TEXAS CENTER  
FOR  
NURSING  
WORKFORCE  
STUDIES

### 2024 Workplace Violence Against Nurses Survey



TEXAS  
Health and Human  
Services

Texas Department of State  
Health Services

For the purpose of this survey, workplace violence is defined as the use of physical force or emotional abuse, against an employee, resulting in physical or emotional injury and consequences. This includes physical assault, threat, sexual harassment, verbal abuse, and use of a weapon which are defined as follows:

- Physical assault - when you are hit, slapped, kicked, pushed, strangled, grabbed, sexually assaulted, or otherwise subjected to physical contact intended to injure or harm you.
- Threat - the use of words, gestures, or actions with the intent of intimidating, frightening, or harming (physically or otherwise).
- Sexual harassment - any type of unwelcome sexual behavior (words or actions) that creates a hostile work environment.
- Verbal abuse - when another person yells or swears at you, calls you names, or uses other words intended to control or hurt you.
- Use of a weapon - an incident involving the use of a firearm or other dangerous weapon, regardless of whether the individual is injured by the weapon.

#### SECTION 1: Demographics

1. Please indicate your age: \_\_\_\_\_

2. Please indicate your gender (Check one) :

☐ Female ☐ Male ☐ Prefer not to answer

3. Please indicate the level of nursing you are currently practicing (Check one):

☐ LVN ☐ RN ☐ APRN

4. How many years of nursing experience do you have? \_\_\_\_\_ Yrs

5. In which Texas county do you primarily practice nursing? \_\_\_\_\_

6. On average, how many hours per week did you spend providing direct patient care in the last month?

\_\_\_\_\_ Hrs/wk





7. In the past 12 months, which type of facility did you work in most of the time? *Check one.*

- |   |   |
|---|---|
| <input type="radio"/> Hospital - Inpatient  | <input type="radio"/> Home Health                             |
| <input type="radio"/> Hospital - Outpatient   | <input type="radio"/> Correctional Facility                   |
| <input type="radio"/> Ambulatory Care Setting   | <input type="radio"/> Freestanding Emergency Medical Facility |
| <input type="radio"/> Public Health/Community Health                                  | <input type="radio"/> Hospice                                 |
| <input type="radio"/> Nursing Home/Long-term Care Facility                            | <input type="radio"/> Private Practice                        |
| <input type="radio"/> I split my time equally between two or more types of facilities |   |

Other (please specify): \_\_\_\_\_

8. In the past 12 months, which department/unit/area did you work in most of the time? *Check one.*

- |   |                                       |   |
|---|---------------------------------------|---|
| <input type="radio"/> Medical/Surgical  | <input type="radio"/> Intensive Care  | <input type="radio"/> Occupational Health |
| <input type="radio"/> Operating/Recovery Room   | <input type="radio"/> Emergency       | <input type="radio"/> Education/Research  |
| <input type="radio"/> Obstetric/Gynecologic   | <input type="radio"/> Home Care       | <input type="radio"/> Pediatrics          |
| <input type="radio"/> Psychiatric/Behavioral  | <input type="radio"/> Family Practice | <input type="radio"/> Rehabilitation      |
| <input type="radio"/> I split my time equally between two or more departments/units/areas |                                       |   |

Other (please specify): \_\_\_\_\_

9. In the past 12 months, what was your primary professional activity? *Check one.*

- |  |   |
|--|---|
| <input type="radio"/> Provided patient care                                  | <input type="radio"/> Insurance/Utilization review        |
| <input type="radio"/> Administration   | <input type="radio"/> Case management                     |
| <input type="radio"/> Supervised patient care                                | <input type="radio"/> Teaching                            |
| <input type="radio"/> Research   | <input type="radio"/> Telephone triage/health information |
| <input type="radio"/> I split my time equally between two or more activities |   |

Other (please specify): \_\_\_\_\_



## SECTION 2: Workplace violence experienced over the past 12 months

10. In the past 12 months, how frequently did you experience these types of workplace violence? Check one for each type of workplace violence.

Types of Workplace Violence	Never 0 times	Rarely 1-3 times	Occasionally 4-8 times	Frequently 9 or more times
Physical Assault	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Threat	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual Harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Verbal Abuse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use of a Weapon	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. In the past 12 months, please indicate the types of workplace violence committed against you by each of the following groups. Check all that apply for each type of workplace violence.

Types of Workplace Violence	Patient	Family or Friend of Patient	Supervisor	Physician	Peer	Other	Not experienced
Physical Assault	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Threat	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Harassment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Verbal Abuse	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Use of a Weapon	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## SECTION 3: Workplace violence experienced over the course of your career

12. Over the course of your career, how frequently did you experience these types of workplace violence? Check one for each type of workplace violence.

Types of Workplace Violence	Never 0 times per year	Rarely 1-3 times per year	Occasionally 4-8 times per year	Frequently 9 or more times per year
Physical Assault	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Threat	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual Harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Verbal Abuse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use of a Weapon	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. Over the course of your career, please indicate the types of workplace violence committed against you by each of the following groups. Check all that apply for each type of workplace violence.

Types of Workplace Violence	Patient	Family or Friend of Patient	Supervisor	Physician	Peer	Other	Not experienced
Physical Assault	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Threat	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Harassment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Verbal Abuse	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Use of a Weapon	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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For assistance, contact the TCNWS by email at [TCNWS@dshs.texas.gov](mailto:TCNWS@dshs.texas.gov).



**SECTION 4: The most recent workplace violence event perpetrated against you in the workplace regardless of how long ago it occurred**

**14. Regardless of how long ago it occurred, please identify the category that most closely reflects the most recent workplace violence event perpetrated against you. Check one.**

- |  |   |   |
|--|---|---|
| <input type="radio"/> Physical Assault | <input type="radio"/> Sexual Harassment | <input type="radio"/> Use of a Weapon   |
| <input type="radio"/> Threat           | <input type="radio"/> Verbal Abuse      | <input type="radio"/> Not applicable – I have not experienced violence in the workplace <b>(Skip to Question 21, page #5)</b> |

**15. As a result of this event, please indicate the number of days you were absent from work. Check one.**

- |   |  |   |
|---|--|---|
| <input type="radio"/> None                      | <input type="radio"/> 3 days to less than 7 days   | <input type="radio"/> 1 month to less than 3 months |
| <input type="radio"/> Less than 1 day           | <input type="radio"/> 7 days to less than 14 days  | <input type="radio"/> 3 months or more              |
| <input type="radio"/> 1 day to less than 3 days | <input type="radio"/> 14 days to less than 1 month |   |

**16. As a result of this event, please indicate any changes in your work situation that occurred. Check all that apply.**

- |  |   |  |
|--|---|--|
| <input type="checkbox"/> No changes    | <input type="checkbox"/> Involuntary transfer to another location | <input type="checkbox"/> Restriction/modification of work activities |
| <input type="checkbox"/> Quit your job | <input type="checkbox"/> Voluntary transfer to another location   | <input type="checkbox"/> Leave of absence                            |

Other (please specify): \_\_\_\_\_

**17. As a result of this event, please indicate any feelings/conditions that you developed. Check all that apply.**

- |  |  |
|--|--|
| <input type="checkbox"/> Did not/doesn't affect me at all        | <input type="checkbox"/> I feel/felt that motivation/efficiency reduced at my work |
| <input type="checkbox"/> I feel/felt like not working at all     | <input type="checkbox"/> I feel/felt like changing my workplace                    |
| <input type="checkbox"/> I have/had PTSD                         | <input type="checkbox"/> I feel/felt like opting for an alternate career           |
| <input type="checkbox"/> I have/had self-harm/suicidal ideations |  |

**18. Did you report the event through your organizational-based occurrence or incident reporting system?**

- ☐ Yes **(Skip to Question 20, pg #5)**      ☐ No



19. If you responded no to question 18, please indicate why you decided not to report this event. Check all that apply.

- ☐ My organization has no incident reporting system
- ☐ Do not expect anything to change in the long-term
- ☐ Not sure how to report
- ☐ Too many episodes/too busy to report
- ☐ Process too complicated
- ☐ It is an accepted/expected part of the job
- ☐ Fear of being blamed for the episode
- ☐ Lack of follow up/response from management
- ☐ Fear of retaliation from employer
- ☐ Feel I can manage episode(s) effectively
- ☐ Fear of lack of support from colleagues
- ☐ Time constraints
- ☐ Feel patient was not responsible for their actions or had a diminished responsibility (e.g. cognitively impaired, substance abuse, mental health issues, emotional distress)

Other (please specify): \_\_\_\_\_

20. Following this event, please indicate types of support offered from your employer and you utilized. Check all types of support offered, then indicate whether you did or did not utilize this support.

Types of Support	Offered	I utilized this support	I did not utilize this support
My organization did not offer me support <i>*Check the box for "offered" and skip to question 21</i>	<input type="checkbox"/>	-	-
Peer support - qualified trained peers	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>
Counseling through Employee Assistance Program	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>
Critical Incident Stress Management Intervention	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify): _____	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>

## SECTION 5: Workplace violence prevention at your current place of employment

21. As it relates to workplace violence prevention, how would you rate your organization's level of safety? Check one.

- ☐ Not at all safe
 ☐ Slightly safe
 ☐ Somewhat safe
 ☐ Very safe
 ☐ Extremely safe

22. How effective is your organization at preventing and managing workplace violence? Check one.

- ☐ Not effective
 ☐ Slightly effective
 ☐ Somewhat effective
 ☐ Very effective
 ☐ Extremely effective



23. Please indicate what strategies your organization has implemented to prevent or reduce workplace violence. Additionally, please indicate how effective you deem each strategy to be at preventing workplace violence. Check all strategies implemented, then check one response identifying your perceived effectiveness to that strategy.

	Check if any of the following are implemented by your organization	Perceived effectiveness		
		Very effective	Somewhat effective	Not effective
Alarms and monitors (including panic buttons)	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal alarms	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff training	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Restricted access	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Restricted, reduced, or limited visitors	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Behavioral emergency response team	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Static or rounding security personnel	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of escorts	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Chaperones (visiting in pairs)	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal protective equipment	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Availability of restraints and policies for use	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reduced crowding in clinical environment	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Exit strategies	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Metal detectors	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use of screening tool for patients at risk for violence	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Involving law enforcement	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use of emergency codes	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A multi-disciplinary response team	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Signage placed throughout facility describing rules, responsibilities, and behavioral expectations	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use of a flagging system to alert staff of high-risk patients based on previous incidents	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Patient-caregiver education	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Formal behavioral warning notification letter	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Virtual sitters	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My organization does not implement any of these strategies	<input type="checkbox"/>	-	-	-

*\*Check the box for "implemented" and skip to question 24*



24. Please indicate how impactful you find each of the following as factors that contribute to workplace violence at your current place of employment. Check the perceived level of impact for each factor, then check the one most impactful factor.

	Perceived impact			Check the <u>one</u> factor you think is <u>the most impactful</u> factor
	Very impactful	Somewhat impactful	Not impactful	
Insufficient staffing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of resources (equipment or medications)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overcrowding in the clinical environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long wait times	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inadequate security arrangements	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inadequate action on receiving complaints of workplace violence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unrealistic expectations from patients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inappropriate knowledge about the disease/health condition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of respect for healthcare workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Negative and inappropriate media reporting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25. Please indicate the types of workplace violence prevention training your employer offered and you took in the past 12 months. Check all trainings that were offered, then indicate if you took the training for those that were offered.

Types of Training	Offered	I took this training	I did not take this training
My employer does not offer workplace violence training <i>*Check the box for "offered" and skip to "Additional Comments"</i>	<input type="checkbox"/>	-	-
Workplace violence awareness training	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>
Training on techniques for de-escalation	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>
Training on specific evasion techniques	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>
Training on patient containment measures	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>
Training on assessing potential risk for violent behavior	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify): _____	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>

**PROCEED TO THE BACK OF THIS PAGE FOR A SPACE FOR ADDITIONAL COMMENTS**



### ADDITIONAL COMMENTS

Please use this space to make any comments related to workplace violence against nurses.

**You have reached the end of the 2024 Workplace Violence Against Nurses Survey. Thank you for your participation.  
Please return this survey in the enclosed, self-addressed envelope.**



## Appendix C: Employer Survey Instrument

### Workplace Violence

The following questions relate to your organization's practices and strategies to prevent workplace violence. For the purpose of this section, workplace violence is defined as the intentional use of physical force or emotional abuse, against an employee, that results in physical or emotional injury and consequences. This includes physical assault, threat, sexual harassment, verbal abuse, and use of a weapon. Workplace violence can be perpetrated by anyone including patients, visitors, peers, and other healthcare providers or staff.

**Please note that data from this survey is reported in aggregate and responses by individual facilities will not be reported.**

**\*\*During the 88th Texas Legislative Session, Senate Bill (SB) 240 ([Texas Health and Safety Code, Title 4, Subtitle H, Chapter 331 - Workplace Violence Prevention](#)) was signed into law and requires Texas healthcare facilities to "adopt, implement, and enforce a written workplace violence prevention policy" and a "written workplace violence prevention plan." Facilities must comply with SB 240's provisions by September 1, 2024. Each facility must establish a workplace violence prevention committee or authorize an existing facility committee to develop the workplace violence prevention plan. Facilities are defined as:**

- Home and community support services agencies that are licensed or licensed and certified to provide home health services and that employ at least two registered nurses
- Licensed hospitals and hospitals maintained or operated by a Texas state agency that are exempt from licensing
- Licensed nursing facilities that employ at least two registered nurses
- Licensed ambulatory surgical centers
- Freestanding emergency medical care facilities; and
- Licensed mental hospitals

**1. Before receiving this survey, were you aware of the passing of SB 240?**

- ☐ Yes
- ☐ No

**2. Is your facility already meeting the requirements of SB 240?**

- ☐ Yes, our facility already meets the requirements.
- ☐ No, but our facility is working on implementing the different requirements.
- ☐ No, our facility needs assistance or resources in order to implement the requirements.

**3. Please select what aspects of the Texas Health and Safety Code, Title 4, Subtitle H, Chapter 331 your facility needs assistance or resources in order to implement. Select all that apply.**

- ☐ No assistance or resources needed, my facility is working toward implementing these requirements.
- ☐ Workplace violence prevention committee
- ☐ Workplace violence prevention policy
- ☐ Workplace violence prevention plan - adopting a workplace violence definition
- ☐ Workplace violence prevention plan - workplace violence prevention training
- ☐ Workplace violence prevention plan - system for responding to and investigating violent incidents
- ☐ Workplace violence prevention plan - addressing physical security and safety
- ☐ Workplace violence prevention plan - soliciting information from health care providers and employees when developing and implementing the workplace violence prevention plan
- ☐ Workplace violence prevention plan - allowing health care providers and employees to report incidents of workplace violence through existing occurrence reporting systems
- ☐ Workplace violence prevention plan - adjusting patient care assignments to prevent a health care provider or employee of the facility from treating or providing services to a patient who has intentionally physically abused or threatened the provider or employee





**4. What strategies has your facility implemented to prevent or reduce workplace violence? Select all that apply.**

- ☐ Having a workplace violence definition
- ☐ Staff training
- ☐ System for responding to and investing violent incidents
- ☐ Addressing physical security and safety
- ☐ Soliciting information from health care providers and employees when developing and implementing the workplace violence prevention plan
- ☐ Allowing health care providers and employees to report incidents of workplace violence through existing occurrence reporting systems
- ☐ Adjusting patient care assignments to prevent a health care provider or employee of the facility from treating or providing services to a patient who has intentionally physically abused or threatened the provider or employee
- ☐ Alarms and monitors (including panic buttons)
- ☐ Assessment of work areas for risk factors
- ☐ Screening patients for risk of violence
- ☐ Investigation of reported incidents
- ☐ Personal alarms
- ☐ Restricted access
- ☐ Restricted, reduced, or limited visitors
- ☐ Emergency response team
- ☐ Static or rounding security personnel
- ☐ Availability of escorts
- ☐ Chaperones (visiting in pairs)
- ☐ Personal protective equipment
- ☐ Availability of restraints and policies for use
- ☐ Reduced crowding in clinical environment
- ☐ Exit strategies
- ☐ Metal detectors
- ☐ Use of screening tool for patients at risk for violence
- ☐ Involving law enforcement
- ☐ Use of emergency codes
- ☐ A multi-disciplinary response team
- ☐ Signage placed throughout facility describing rules, responsibilities, and behavioral expectations
- ☐ Use of a flagging system to alert staff of high-risk patients based on previous incidents
- ☐ Tracking of incidents and analysis of data by role
- ☐ Use of virtual sitters
- ☐ Advanced weapons detection system
- ☐ Other (Please specify):

**5. Which of the strategies implemented at your facility has been most successful in preventing workplace violence? Select only one option.**

- ☐ Having a workplace violence definition
- ☐ Staff training
- ☐ System for responding to and investing violent incidents
- ☐ Addressing physical security and safety
- ☐ Soliciting information from health care providers and employees when developing and implementing the workplace violence prevention plan
- ☐ Allowing health care providers and employees to report incidents of workplace violence through existing occurrence reporting systems
- ☐ Adjusting patient care assignments to prevent a health care provider or employee of the facility from treating or providing services to a patient who has intentionally physically abused or threatened the provider or employee
- ☐ Alarms and monitors (including panic buttons)
- ☐ Assessment of work areas for risk factors
- ☐ Screening patients for risk of violence
- ☐ Investigation of reported incidents
- ☐ Personal alarms
- ☐ Restricted access
- ☐ Restricted, reduced, or limited visitors
- ☐ Emergency response team
- ☐ Static or rounding security personnel
- ☐ Availability of escorts
- ☐ Chaperones (visiting in pairs)
- ☐ Personal protective equipment
- ☐ Availability of restraints and policies for use
- ☐ Reduced crowding in clinical environment
- ☐ Exit strategies
- ☐ Metal detectors
- ☐ Use of screening tool for patients at risk for violence
- ☐ Involving law enforcement
- ☐ Use of emergency codes
- ☐ A multi-disciplinary response team
- ☐ Signage placed throughout facility describing rules, responsibilities, and behavioral expectations
- ☐ Use of a flagging system to alert staff of high-risk patients based on previous incidents
- ☐ Tracking of incidents and analysis of data by role
- ☐ Use of virtual sitters
- ☐ Advanced weapons detection system
- ☐ Other (Please specify):



**6. If your organization has a nurse staffing committee, does it consider incidents of workplace violence in developing and evaluating nurse staffing plans?**

- ☐ Yes
- ☐ No
- ☐ I don't know/I am unsure
- ☐ Not applicable - My organization does not have a nurse staffing committee

**7. What does your facility use to track incidents of workplace violence?**

- ☐ My facility doesn't currently track incidents of workplace violence
- ☐ An incident reporting system/software
- ☐ A spreadsheet
- ☐ Other (please specify):

**8. Please indicate whether your facility tracks any of the following types of violence against employees or providers. Select all that apply.**

- ☐ All incidents of physical assault
- ☐ Only incidents of physical assault reported to law enforcement
- ☐ Incidents of threat
- ☐ Incidents of sexual harassment
- ☐ Incidents of verbal abuse
- ☐ Use of a weapon
- ☐ My organization does not currently track incidents of workplace violence

**9. Please indicate the types of incidents employees or providers are required to report. Select all that apply.**

- ☐ Workplace violence incidents are not required to report
- ☐ Physical assault from patient or visitor
- ☐ Physical assault from staff or health care provider
- ☐ Threat from patient or visitor
- ☐ Threat from staff or health care provider
- ☐ Sexual harassment from patient or visitor
- ☐ Sexual harassment from staff or health care provider
- ☐ Verbal abuse from patient or visitor
- ☐ Verbal abuse from staff or health care provider
- ☐ Use of a weapon from patient or visitor
- ☐ Use of a weapon from staff or health care provider

**10. Please indicate how your facility addresses reporting of physical assaults to law enforcement.**

- ☐ Reporting of physical assaults to law enforcement is encouraged.
- ☐ Reporting of physical assaults to law enforcement is required.
- ☐ Reporting of physical assaults to law enforcement is not addressed in the plan or policy.

**11. Please indicate the elements of reported incidents that are evaluated. Select all that apply.**

- ☐ Reported incidents are not evaluated
- ☐ Number of violent incidents reported
- ☐ Costs associated with incidents (e.g. worker's compensation)
- ☐ Physical injury severity resulting from incidents (e.g. whether the victims received emergency care)
- ☐ Emotional injury severity resulting from incidents (e.g. need for counseling or emotional/psychological follow-up)
- ☐ Location or unit in which incidents occurred
- ☐ Time at which incidents occurred
- ☐ Characteristics of the perpetrator
- ☐ Characteristics of provider or employee(s) involved in incident(s) (degree, years of experience, etc)
- ☐ Procedures being conducted at time of incidents
- ☐ Staffing levels at time of incidents
- ☐ Whether victims completed workplace violence prevention training prior to incidents
- ☐ Involvement of security personnel or law enforcement in incidents
- ☐ The number of providers or employees who leave because of a workplace violence incident
- ☐ Other (please specify):

**12. In the past year, how has your organization's experience of workplace violence changed?**

	Increased	Decreased	Stayed the same
Incidents:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Incident Reporting:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



**13. Is follow-up support, such as counseling, made available to providers or employees at your facility who are subjected to workplace violence?**

- ☐ Yes
- ☐ No [Skip to question 15]
- ☐ I don't know/I am unsure [Skip to question 15]

**14. If you answered "Yes" to question 13, please select the types of support made available. Select all that apply.**

- ☐ Peer support - qualified trained peers
- ☐ Counseling through Employee Assistance Program
- ☐ Critical Incident Stress Management Intervention
- ☐ Other (please specify):

**15. Please fill out the table below regarding the types of workplace violence prevention training your facility requires at the time of this survey.**

	Frequency of required training	Competency Evaluation
Workplace violence awareness training	<input type="radio"/> Not required <input type="radio"/> Only the initial training is required <input type="radio"/> Initial training and ongoing training are required	<input type="radio"/> Competency is assessed after initial training only <input type="radio"/> Competency is assessed after initial training and ongoing trainings <input type="radio"/> Competency is not assessed
Training on proper techniques for de-escalation	<input type="radio"/> Not required <input type="radio"/> Only the initial training is required <input type="radio"/> Initial training and ongoing training are required	<input type="radio"/> Competency is assessed after initial training only <input type="radio"/> Competency is assessed after initial training and ongoing trainings <input type="radio"/> Competency is not assessed
Training on specific evasion techniques	<input type="radio"/> Not required <input type="radio"/> Only the initial training is required <input type="radio"/> Initial training and ongoing training are required	<input type="radio"/> Competency is assessed after initial training only <input type="radio"/> Competency is assessed after initial training and ongoing trainings <input type="radio"/> Competency is not assessed
Training on proper patient containment measures	<input type="radio"/> Not required <input type="radio"/> Only the initial training is required <input type="radio"/> Initial training and ongoing training are required	<input type="radio"/> Competency is assessed after initial training only <input type="radio"/> Competency is assessed after initial training and ongoing trainings <input type="radio"/> Competency is not assessed
Training on identifying characteristics associated with aggressive and violent behavior	<input type="radio"/> Not required <input type="radio"/> Only the initial training is required <input type="radio"/> Initial training and ongoing training are required	<input type="radio"/> Competency is assessed after initial training only <input type="radio"/> Competency is assessed after initial training and ongoing trainings <input type="radio"/> Competency is not assessed
Training on Trauma Informed Care	<input type="radio"/> Not required <input type="radio"/> Only the initial training is required <input type="radio"/> Initial training and ongoing training are required	<input type="radio"/> Competency is assessed after initial training only <input type="radio"/> Competency is assessed after initial training and ongoing trainings <input type="radio"/> Competency is not assessed
Other (Please specify):	<input type="radio"/> Not required <input type="radio"/> Only the initial training is required <input type="radio"/> Initial training and ongoing training are required	<input type="radio"/> Competency is assessed after initial training only <input type="radio"/> Competency is assessed after initial training and ongoing trainings <input type="radio"/> Competency is not assessed

**16. Please use the space below to make any comments related to workplace violence.**

