



National Lieutenant Governors Association

NLGA Consensus Resolution On Workplace Violence Prevention in Health Care

WHEREAS, the National Institute for Occupational Safety and Health (NIOSH) defines workplace violence as “the act or threat of violence, ranging from verbal abuse to physical assaults directed toward persons at work or on duty,”¹ and

WHEREAS, Occupational Safety and Health Administration (OSHA) convenings in 2023 note violence against health care professionals is six times that of employees in all other industries averaged,² and

WHEREAS, the same 2023 OSHA report says violence against health care and social assistance professionals has continued to increase over time, noting studies from 2016 to now,³ and

WHEREAS, nurses face a particularly high risk of workplace violence by the very nature of their job, with 1 in 4 nurses reporting being assaulted at work, noting nurses provide emergency, behavioral, mental health, and memory care, services and work with agitated and in distress patients and their friends and family members,⁴ and

WHEREAS, nurses exposed to workplace violence are 2 to 4 times more likely to experience post-traumatic stress disorder, anxiety, depression, and burnout,⁵ and

WHEREAS, comprehensive evidence-based prevention programs have been shown to reduce the risk of workplace violence against health care workers,⁶ and

¹ National Institute for Occupational Safety and Health, *Workplace Violence Prevention for Nurses: Definitions of Workplace Violence*, last reviewed February 7, 2020, available at: https://wwwn.cdc.gov/WPVHC/Nurses/Course/Slide/Unit1_4.

² Occupational Safety and Health Administration, *Report of the Small Business Advocacy Review Panel on OSHA's Potential Standard for Prevention of Workplace Violence in Healthcare and Social Assistance*, May 1, 2023, available at: <https://www.osha.gov/sites/default/files/OSHA-WPV-SBAR-Panel-Report.pdf>

³ Occupational Safety and Health Administration, *Report of the Small Business Advocacy Review Panel on OSHA's Potential Standard for Prevention of Workplace Violence in Healthcare and Social Assistance*, May 1, 2023, available at: <https://www.osha.gov/sites/default/files/OSHA-WPV-SBAR-Panel-Report.pdf>

⁴ Catherine Spader, RN, 2019 nursing trends and salary survey results, *American Nurse Journal*, November 11, 2019, available at: <https://www.myamericannurse.com/2019-nursing-trends-and-salary-survey-results/>.

⁵ *Nurse Journal*, *Nursing Workplace Violence*, December 21, 2021, available at: <https://nursejournal.org/resources/covid-nurse-workplace-violence/>.

⁶ Rozina Somani, et al., *A Systematic Review: Effectiveness of Interventions to De-escalate Workplace Violence against Nurses in Healthcare Settings, Safety and Health at Work*, May 3, 2021, available at: <https://pubmed.ncbi.nlm.nih.gov/34527388/>.

WHEREAS, at least 8 states require employer-run workplace violence prevention programs.⁷

NOW, THEREFORE, BE IT RESOLVED that the National Lieutenant Governors Association (NLGA) recognizes the serious nature of workplace violence in health care.

BE IT FURTHER RESOLVED that NLGA encourages members to be aware of programs to mitigate this violence.

ADOPTED, this day, the 24th of April, 2024.

Co-Sponsors: Delaware Lt. Governor Bethany Hall-Long, Wisconsin Lt. Governor Sara Rodriguez

Proposed for the docket by: American Nurses Association, NLGA Partner

⁷ American Nurses Association, *Workplace Violence*, available at: <https://www.nursingworld.org/practice-policy/advocacy/state/workplace-violence2/>