Discussion Board 5

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Author Note

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For healthcare leaders, there is no act more challenging than to prevent violence in the workplace against nursing staff. While such an occurrence is rather frequent in healthcare facilities, most of these occurrences go unreported as a direct result of this data being left unreported, or no action being taken against it (Escribano, Beneit, & Luis Garcia, 2019). This not only impacts the nursing staff and their ability to work to the best of their potential, but it also prevents healthcare facilities from being able to carry out business in a normal fashion. Furthermore, it also keeps the healthcare facility from hiring new nurses and being able to retain them for an extended period of time (Danesh, Malvey, & Fottler, 2008).

Workers operating in a hospital, nursing home and even healthcare facilities have the potential to being exposed to a significant amount of workplace related violence. A number of factors contribute to the risk involved, which includes working directly with people that have a history of violence or adopt violent tendencies under the influence of drugs (Ariza-Montes, Muniz, Montero-Simó, & Araque-Padilla, 2013). Therefore, the healthcare facility is required to:

* Have facility policies in place that recognize hostile and assaultive behavior from both clients, patients, visitors and even the members of the staff
* Be weary of the violence, especially when the facilities are being overworked and understaffed.
* Inadequate security and mental health personnel on site with high-worker turnover.
* Long wait for patients which results in overcrowded and uncomfortable waiting rooms, which could lead to visitors getting agitated.
* A keen perception that the healthcare staff is tolerant of the violent behavior.

A number of legal and ethical implications arise for the nurse leader if workplace violence occurs on their unit (Matt, 2012). However, it is ideal for nurses to stay away from such occurrences and ensure that they remain within the biomedical ethics, especially considering the consequences that arise. Considering they need to adhere to the code of nonmaleficence despite being put in the path of risk, they need to make sure that no harm comes to any individual despite the violence behavior of one or more parties. Furthermore, they need to demonstrate discernment, and need to be unbiased while making judgement to prevent negative implications of the matter at hand.

# References

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