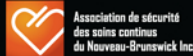




VIOLENCE **IS NOT PART OF THE JOB**

**Everyone has the right
to a safe workplace**



Have you ever been slapped, kicked, shoved, or bitten at your workplace? Have you had your hair, earring or clothing pulled? Has someone thrown something at you, knocked something out of your hands, or spit in your face? Has a client's relative used abusive language, sworn at you, or threatened you?

Violence is any incident in which a person is threatened, abused or assaulted, including all forms of physical, verbal, psychological or sexual harassment, bullying, intimidation, threats, robbery or other uninvited disruptive behaviours. Violence can be carried out by residents, visitors, or workers. This definition includes violence that arises out of a person's medical condition.

Sadly, many workers in nursing homes believe experiencing violence is just part of their job. This may contribute to under reporting.

What do you do if you experience workplace violence?

- Don't be complacent about workplace violence or assume it is just part of your job description
- Report all incidents of violence to a supervisor
- Learn about the types of support available to you

While some people have medical conditions that may make it difficult for them to control their impulses or actions, everyone, regardless of the nature of their work, deserves a safe and healthy workplace. Knowing that health care workers are at higher risk of experiencing violence, measures can be put in place and steps can be taken to prevent and minimize the occurrences.

Be informed

HIGHEST RISK

An international nursing review of workplace found that healthcare professionals are at the highest risk of being attacked at work, even when compared to prison guards, police officers, bank personnel, or transport workers (Kingma, 2001)

NEW BRUNSWICK

The rates in NB are slightly higher than the national average with 30.4% of NB nurses reporting being physically assaulted by a client in the past 12 months. Emotional abuse by a client was reported by 41% of NB nurses (Stats Can., 2005 National Survey on the Work and Health of Nurses)

NEW BRUNSWICK NURSING HOMES

New Brunswick Nurses Union (NBNU) data suggests long-term care sector experiences even higher rates. Of 115 RNs in nursing homes polled, 67% reported being physically assaulted and 78% had experienced verbal abuse throughout their career. (NH telephone town hall, 2014)

The Nursing Home Workplace Violence Prevention Working Group is a collaboration between the New Brunswick Association of Nursing Homes (NBANH), the New Brunswick Nurses Union (NBNU), WorkSafeNB and the New Brunswick Continuing Care Safety Association (NBCCSA). As a result of an agreement between NBNU and NBANH this collaboration is working to identify, develop and implement resources and tools to reduce incidents of workplace violence.

**For more information visit
worksafenb.ca/nursing-homes**