New ANA Publication *Bullying in the Workplace* Addresses a Growing Social, Workplace Problem for Nurses

SILVER SPRING, MD – Studies report that between 18 percent and 31 percent of nurses have been the targets of bullying behaviors at all levels of practice. Nurses suffer personally, employers lose employees, and patients pay a price, too.

The experience and serious costs of sustained physical and emotional abuse even have caught the attention of Hollywood. Attention was focused on the topic of bullying with the March 30, 2012 release of the documentary film *Bullying*. The documentary confronts the tragic outcomes of such behavior and gives an intimate glimpse into the struggle to find answers.

Responding to the needs of nurses, ANA created a new timely, informative publication, *Bullying in the Workplace: Reversing a Culture*, that sheds new light on this growing social problem affecting nurses. This publication helps nurses understand and deal with bullying and its perpetrators and to counter the culture of bullying in their work environments.

It is a must read for nurses who want to increase their professional awareness and knowledge and develop the skills needed to effectively manage bullying behaviors and create safe workplaces. Key topics include:

- Recognizing acts of bullying.
- Identifying the causes and consequences of bullying.
- Learning about the expected actions and responsibilities of individual nurses, nurse managers, and health care organizations, including zero tolerance policies.

**Consequences of Bullying**

Bullying has both individual and organizational consequences. Victims of bullying may experience physical symptoms such as loss of sleep as well as psychological symptoms ranging from frustration to fear and depression.

MORE . . .
Bullying in the Workplace

Nurses who experience bullying are more likely to leave the organization. So bullying can cause organizations to incur excessive sick time and replacement costs.

Bullying also jeopardizes patient care. Studies report that over the past few years, disruptive behaviors resulted in adverse events, medication errors, and near misses.

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