



## **Texas Hospitals Unite Against Workplace Violence**

*The Texas Hospital Association and the Dallas-Fort Worth Hospital Council have issued a position on health care workplace violence to inform communities across the state that all Texas hospitals stand united on this critical issue. April is Workplace Violence Awareness Month, and, in alignment with the American Hospital Association, Texas hospitals will celebrate June 3 as #HAVHope Day, a national day of awareness intended to highlight how organizations and communities can come together to combat violence. Texas hospitals have adopted the following statement against health care workplace violence:*

Workplace violence is defined as an act or threat occurring in the workplace that can include any of the following: verbal, nonverbal, written or physical aggression; threatening, intimidating, harassing or humiliating words or actions; bullying; sabotage; sexual harassment; physical assaults; or other threatening disruptive behaviors of concern involving staff/employees, licensed practitioners, patients, customers or visitors.

We support the belief that health care personnel should be able to work in healthy environments free of abusive behavior, threat of injury and assault.

We recognize that health care personnel have a personal responsibility to themselves and their profession to have a culture where violence is not tolerated. They should take the lead in creating safer work environments.

We are against violence in the health care setting, as it threatens the delivery of effective patient services and, therefore, patient safety. If quality care is to be provided, health care personnel must have a safe work environment and respectful treatment.

We support health care personnel as advocates for policies and programs that prevent abuse, harassment and violence through a comprehensive workplace security and violence prevention program.

We support the identification of patients upon admission to health care services who have a history of violence, without violating their privacy.

We support initiatives and legislation at the local, state and national levels that promote comprehensive and collaborative approaches to address violence in health care settings that are consistent with our health and safety positions.

We foster research and education that improves practice with regard to workplace violence, creating an awareness of safety issues and best evidence-based practices.

We endorse collaborative efforts by health care organizations to develop systems for reporting and analyzing workplace violence to promote an organization reflective of a culture of safety.

We ask the community to support and share this position to minimize violence against health care workers in all Texas hospitals.