

**Resolution 2**  
**Mississippi Nurses' Association**  
**108th House of Delegates**  
**Biloxi Convention Center**  
**Biloxi, MS**

**Introduced by:** **Tomekia Lockett, PhD, RN, Director, Council on Nursing Education, on behalf of the MNA Board of Directors**

**RESOLUTION:** **Promote the Safety and Protection of Nurses and Nursing Students from Workplace Incivility, Bullying, and Violence and Intimate Partner Violence**

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WHEREAS, 1 in 4 nurses have reported experiencing incivility, bullying, and workplace violence that include displays of uncivil or threatening acts to verbal and physical assault and everything in between<sup>1</sup>; and

WHEREAS, incivility can take the form of rude and discourteous actions, of gossiping and spreading rumors, and of refusing to assist a coworker; bullying is repeated, unwanted harmful actions intended to humiliate, offend, and cause distress in the recipient; and, workplace violence consists of physically and psychologically damaging actions that occur in the workplace or while on duty<sup>1</sup>; and

WHEREAS, incivility, bullying, and workplace violence harm a person's intrinsic sense of self-worth and self-confidence, which may result in physical symptoms such as headaches, interrupted sleep, and intestinal problems, and can lead to decreased productivity and employee retention<sup>1</sup>; and

WHEREAS, Intimate Partner Violence (IPV) is a serious, preventable public health problem that affects millions of Americans and describes physical, sexual, or psychological harm that occurs in a close relationship. The term "intimate partner" includes current and former spouses and dating partners. IPV can vary in frequency and severity and occurs on a continuum, ranging from one episode, to chronic and severe episodes over a period of years<sup>2</sup>; and

WHEREAS, about 1 in 4 women and nearly 1 in 10 men have experienced contact sexual violence, physical violence, and/or stalking by an intimate partner during their lifetime and reported some form of IPV-related impact; over 43 million women and 38 million men experienced psychological aggression by an intimate partner in their lifetime; and data from U.S. crime reports suggest that 16% (about 1 in 6) of homicide victims are killed by an intimate partner, and that nearly half of female homicide victims in the U.S. are killed by a current or former male intimate partner<sup>2</sup>; and

WHEREAS, there are also many negative health outcomes associated with IPV, including a range of cardiovascular, gastrointestinal, reproductive, musculoskeletal, and nervous system

conditions, many of which are chronic in nature and survivors may experience mental health problems such as depression and posttraumatic stress disorder<sup>2</sup>; and

WHEREAS, the lifetime economic cost associated with medical services for IPV-related injuries, lost productivity from paid work, criminal justice and other costs, such as victim property loss or damage was \$3.6 trillion (2014 US dollars) with the lifetime per-victim cost of \$103,767 for women and \$23,414 for men<sup>2</sup>; and

WHEREAS, the ANA's *Code of Ethics for Nurses with Interpretive Statements* states that nurses are required to "create an ethical environment and culture of civility and kindness, treating colleagues, coworkers, employees, students, and others with dignity and respect"<sup>3</sup>; and

WHEREAS, the purposes of the Mississippi Nurses' Association include promoting and protecting the professional development of nurses (Article 1; Section 2.A.); and

WHEREAS, the functions of the Mississippi Nurses' Association include promoting and protecting the professional environment of nurses (Article 1; Section 3.F.); and

WHEREAS, the functions of the Mississippi Nurses' Association include providing leadership in nursing in the State (Article 1; Section 3.H.).

The Mississippi Nurses' Association, THEREFORE, RESOLVES, to promote the safety and protection of nurses and nursing students from workplace incivility, bullying, and violence by encouraging nurses to work with their employers in all settings, including practice, academia, and research to implement best practice strategies to prevent and mitigate workplace incivility, bullying and violence.

The Mississippi Nurses' Association, THEREFORE, RESOLVES, to promote the safety and protection of nurses and nursing students from IPV by encouraging awareness and protective environments in the workplace through the creation of organizational policies and practices that promote safety and encourage help-seeking behavior and social support to employees.

The Mississippi Nurses' Association, THEREFORE, RESOLVES, to increase awareness of promoting the safety and protection of nurses and nursing students from workplace incivility, bullying, and violence and IPV, as appropriate, through publication of articles in the *MS RN*, information disseminated via email, and information disseminated during continuing education events. Such efforts demonstrate the importance of the safety, health, and wellbeing of nurses and nursing students of the great state of Mississippi and beyond.

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<sup>1</sup> American Nurses Association, (2015). *Incivility, Bullying, and Workplace Violence*, retrieved from <https://www.nursingworld.org/~49d6e3/globalassets/practiceandpolicy/nursing-excellence/incivility-bullying-and-workplace-violence--ana-position-statement.pdf>.

<sup>2</sup> "Preventing Intimate Partner Violence," Centers for Disease Control and Prevention, <https://www.cdc.gov/violenceprevention/intimatepartnerviolence/fastfact.html>.

<sup>3</sup> American Nurses Association (2015), *Code of Ethics for Nurses with Interpretive Statements*, Silver Springs, MD: Nursesbooks.org.