

Resolution 1
Mississippi Nurses' Association
110th House of Delegates
Virtual Meeting via Zoom

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

RESOLUTION: Commit to Support and Advocate for the Safety and Protection of
Registered Nurses and Advanced Practice Registered Nurses from
Workplace Violence

WHEREAS, workplace violence has a demonstrably negative impact on the nursing profession and the overall healthcare field¹; and

WHEREAS, workplace violence consists of physically and psychologically damaging actions that occur in the workplace or while on duty²; and

WHEREAS, one in four nurses have been assaulted at work and reported experiencing incivility and workplace violence including displays from uncivil or threatening acts up to verbal and physical assault and everything in between³; and

WHEREAS, nearly ten percent of nurses are concerned about their physical safety at work²; and

WHEREAS, research demonstrates that workplace violence adversely affects care quality and outcomes, contributes to the development of psychological conditions, and reduces nurses' job satisfaction and organizational commitment¹; and

WHEREAS, the American Nurses Association (ANA) recommends a multifaceted strategy to combat the significant issue of workplace violence with the first component of promoting and instilling a zero tolerance culture towards workplace violence, and that nurses and other healthcare workers and employers be engaged in the development, implementation, and improvement of workplace violence prevention programs, and appropriately respond to the aftermath¹; and

¹ American Nurses Association (ANA). (2019). Issue Brief: Reporting Incidents of Workplace Violence. <https://www.nursingworld.org/globalassets/practiceandpolicy/work-environment/endnurseabuse/endabuse-issue-brief-final.pdf>.

² National Institute for Occupational Safety and Health (NIOSH). (2002). Violence: Occupational hazards in hospitals. Atlanta, GA: Centers for Disease Control and Prevention. <https://www.cdc.gov/niosh/docs/2002-101/default.html>

³ American Nurses Association (ANA). (2015). Incivility, Bullying, and Workplace Violence. <https://www.nursingworld.org/~49d6e3/globalassets/practiceandpolicy/nursing-excellence/incivility-bullying-and-workplace-violence--ana-position-statement.pdf>.

WHEREAS, the ANA's *Code of Ethics for Nurses with Interpretive Statements* specifies 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 respect⁴; and

WHEREAS, the purposes of the Mississippi Nurses' Association include promoting and protecting the professional development of nurses⁵; and

WHEREAS, the functions of the Mississippi Nurses' Association include promoting and protecting the professional environment of nurses⁶; and

WHEREAS, the functions of the Mississippi Nurses' Association include providing nursing leadership in the State⁷.

THEREFORE, BE IT RESOLVED that the Mississippi Nurses' Association commits to support and advocate for the safety and protection of registered nurses and advanced practice registered nurses from workplace violence to facilitate a workplace that supports the mental and physical wellbeing of nurses.

THEREFORE, BE IT RESOLVED that the Mississippi Nurses' Association commits to promote the safety and protection of registered nurses and advanced practice registered nurses from workplace 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 violence.

THEREFORE, BE IT RESOLVED that the Mississippi Nurses' Association commits to increase awareness of promoting the safety and protection of registered nurses and advanced practice registered nurses from workplace violence, as appropriate, through articles published in the *MS RN*, and information dissemination via electronic media, *Thriving and Surviving* and similar webinars, and continuing education events. Such efforts demonstrate the importance of the safety, health, and wellbeing of registered nurses and advanced practice registered nurses of the great State of Mississippi and beyond.

⁴ American Nurses Association (ANA). (2015). *Code of Ethics for Nurses with Interpretive Statements*. Silver Spring, MD: Author.

⁵ Mississippi Nurses Association (MNA). (2014). By laws: Article 1, Section 2.A. Madison, MS: Author. <https://www.msnurses.org/wp-content/uploads/2019/03/MNA-Bylaws-Final-as-voted-on-at-2014-convention.pdf>

⁶ Mississippi Nurses Association (MNA). (2014). By laws: Article 1, Section 3.F. Madison, MS: Author. <https://www.msnurses.org/wp-content/uploads/2019/03/MNA-Bylaws-Final-as-voted-on-at-2014-convention.pdf>

⁷ Mississippi Nurses Association (MNA). (2014). By laws: Article 1, Section 3.H. Madison, MS: Author. <https://www.msnurses.org/wp-content/uploads/2019/03/MNA-Bylaws-Final-as-voted-on-at-2014-convention.pdf>