



## Maryland Chapter

# AMERICAN COLLEGE OF EMERGENCY PHYSICIANS

## Maryland ACEP Chapter Educational Conference & Annual Meeting March 12, 2020

**FACULTY:** [Gregory Jasani, MD](#)

### **PRESENTATION**

Emergency Department Workplace Violence

### **DESCRIPTION**

This presentation will focus on the topic of workplace violence as it pertains to the emergency department. This presentation will provide an overview of how workplace violence impacts emergency department staff and will discuss violence prevention strategies. A brief primer on local and national laws on the topic will also be included.

### **OBJECTIVES**

- To appreciate the prevalence of violence in the emergency department and its negative impact on staff.
- To explore personal and systems-based violence prevention strategies aimed at keeping providers safe.
- To understand local and national laws that impact this issue.

### **DISCLOSURE**

No significant financial relationships to disclose.



# Workplace Violence: Coming to an ED near you

Gregory Jasani MD

PGY-2

University of Maryland

I have no disclosures



A person wearing a green suit jacket, a light blue shirt, and a black tie is holding a white sign. The sign has the words "JOB OFFER" written in large, bold, black capital letters. The person's hand is visible at the top of the sign, holding it by the edge. The background is a plain, light-colored wall.

# JOB OFFER



**HMM...**

**WHAT'S THE CATCH?**

imgflip.com

A close-up, high-angle shot of Morpheus from the movie The Matrix. He is bald and wearing dark sunglasses. The reflection in the sunglasses shows Neo and Trinity. The background is a blurred, greenish-grey color.

**WHAT IF I TOLD YOU**

**YOU ALREADY DID**

# Objectives

- Understand how violence permeates the emergency department environment
- Explore laws and legal precedents surrounding the issue
- Discuss individual and system strategies to keep you safe

# **VIOLENCE IN HEALTHCARE**

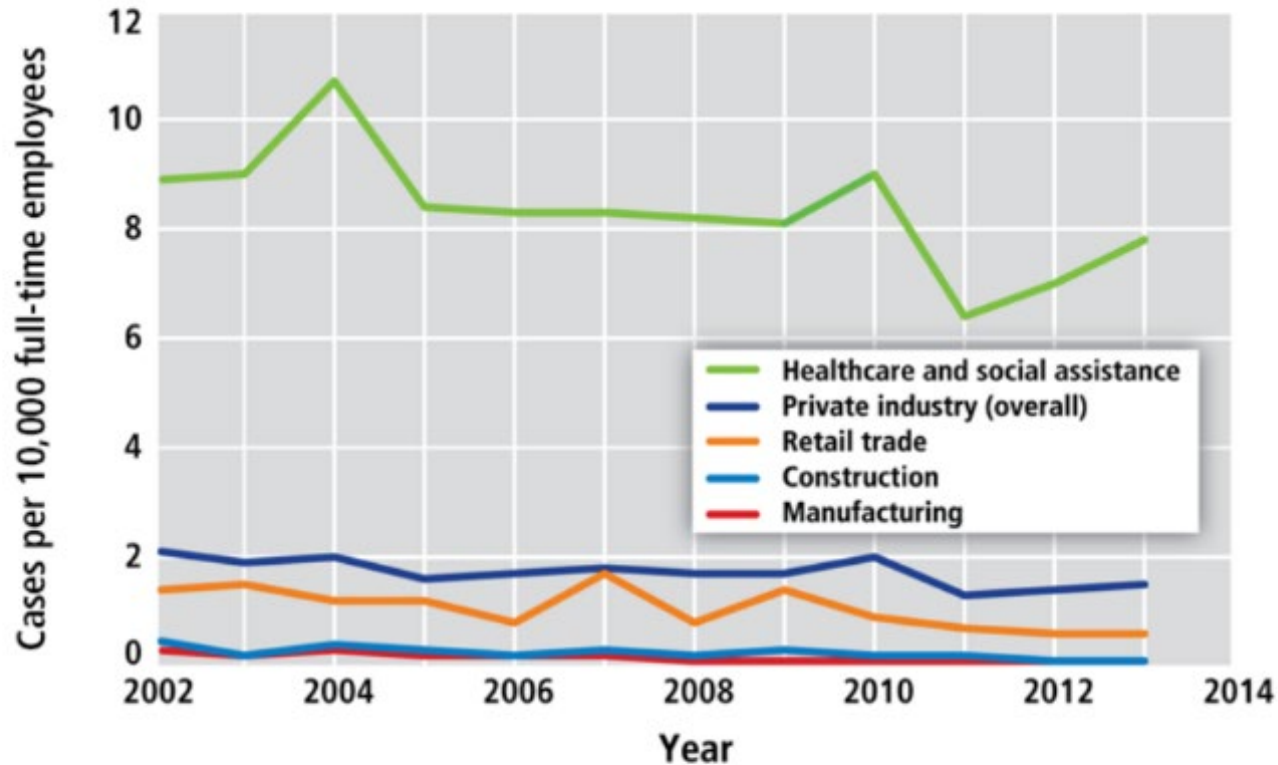




# The numbers

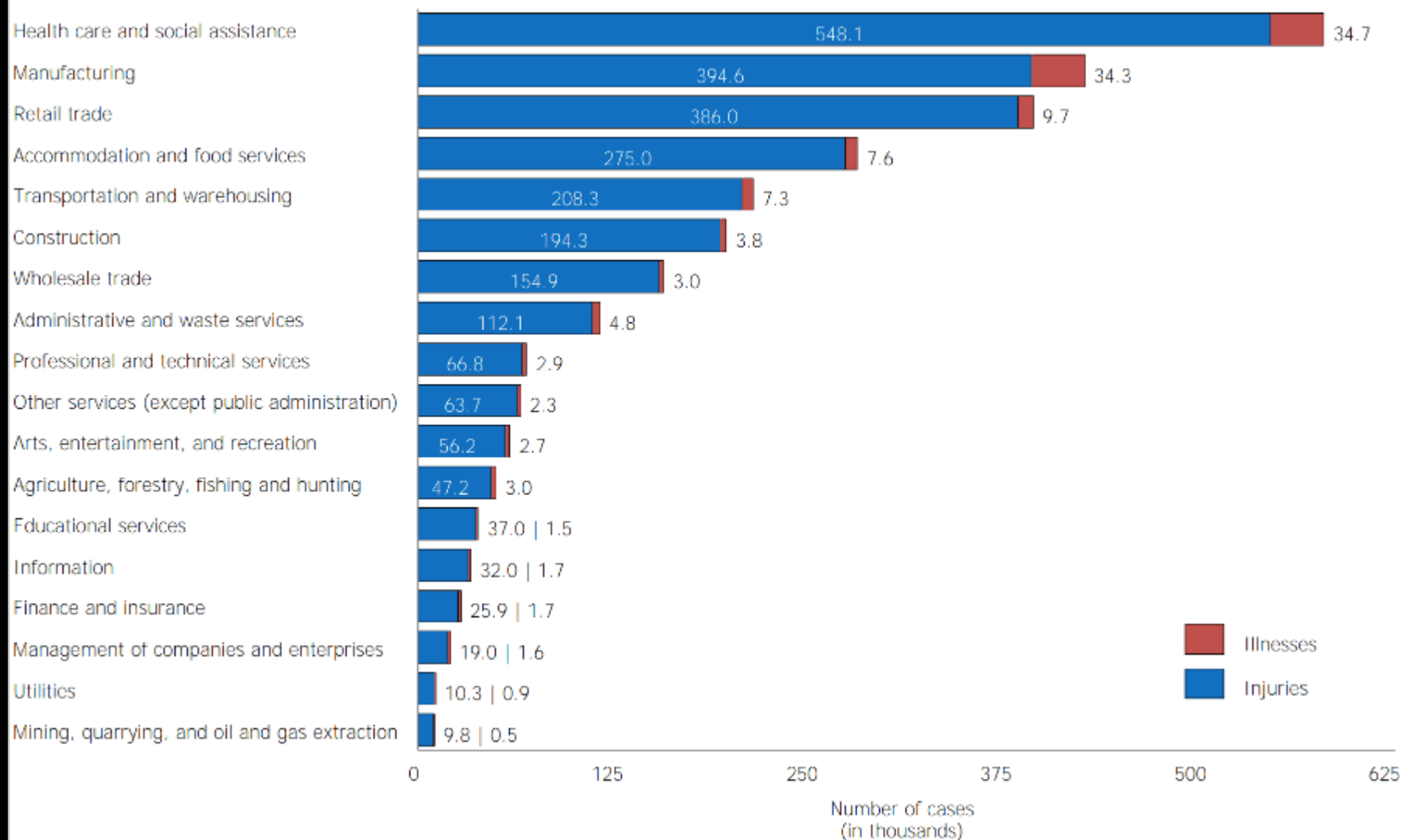
- 75% of WPV incidents reported to OSHA occur in healthcare
- 4 times more likely to be a victim of WPV than most other professions
- Often under-reported
  - 26% of physicians and 30% of nurses report

## Violent Injuries Resulting in Days Away from Work, by Industry, 2002–2013

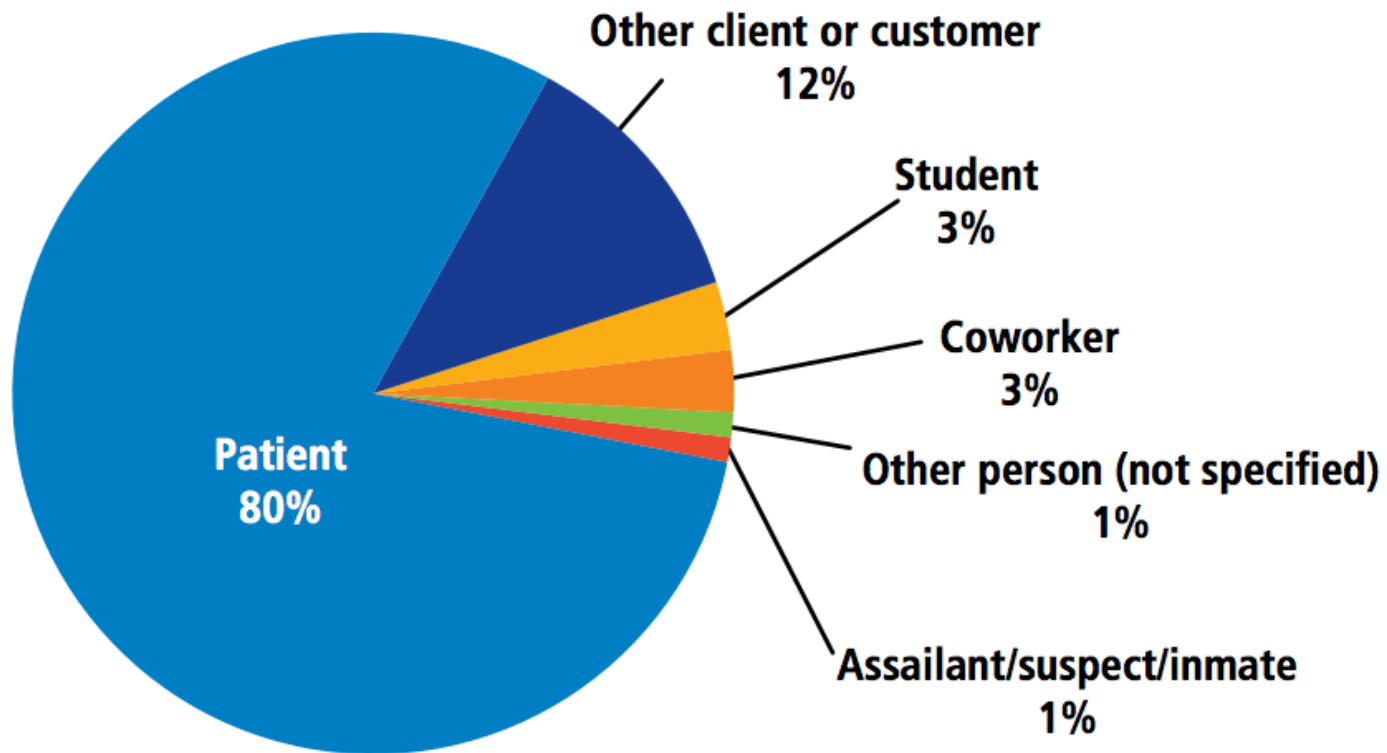


Data source: Bureau of Labor Statistics data for intentional injuries caused by humans, excluding self-inflicted injuries.

Distribution of nonfatal occupational injuries and illnesses by private industry sector, 2017



## Healthcare Worker Injuries Resulting in Days Away from Work, by Source



*Data source: Bureau of Labor Statistics (BLS), 2013 data. These data cover three broad industry sectors: ambulatory healthcare services, hospitals, and nursing and residential care facilities. Source categories are defined by BLS.*





# EMERGENCY

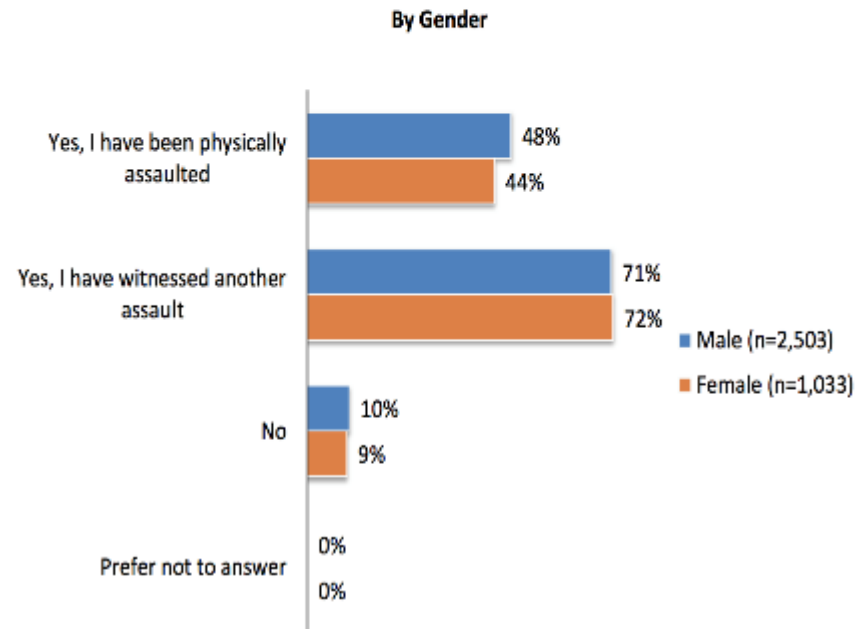
LOW CLEARANCE 11' 6"

# ED Specific

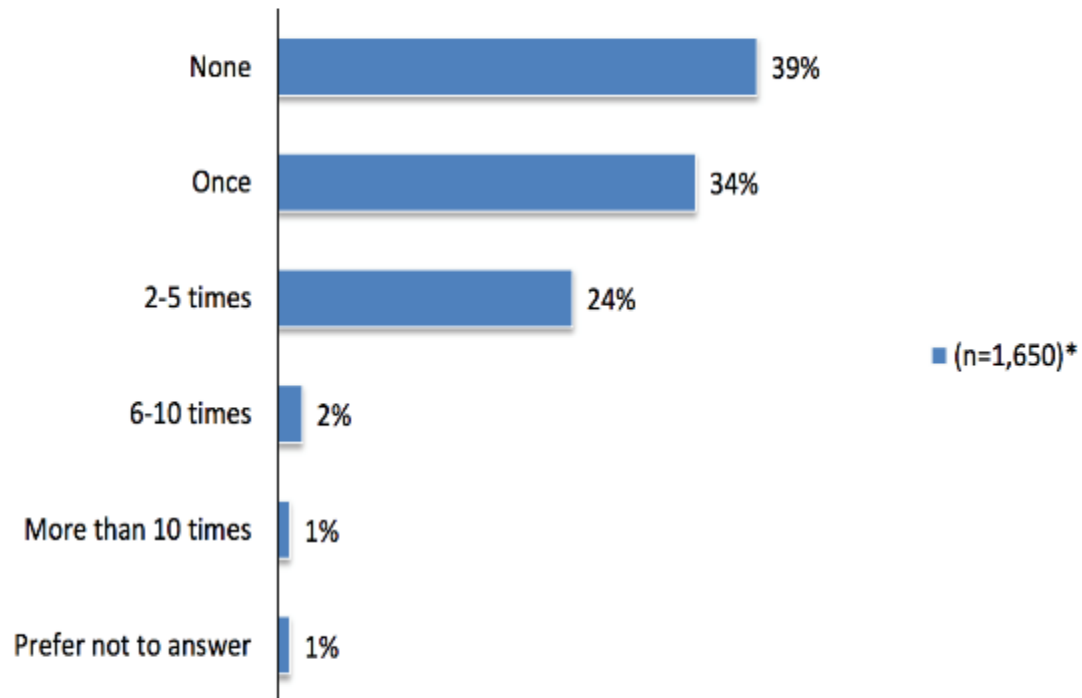
47% of providers have been victims of WPV

## 2018 ACEP Emergency Department Violence Poll Results

Q5. Have you ever been physically assaulted or witnessed another assault while at work in the emergency department? (Check all that apply.)



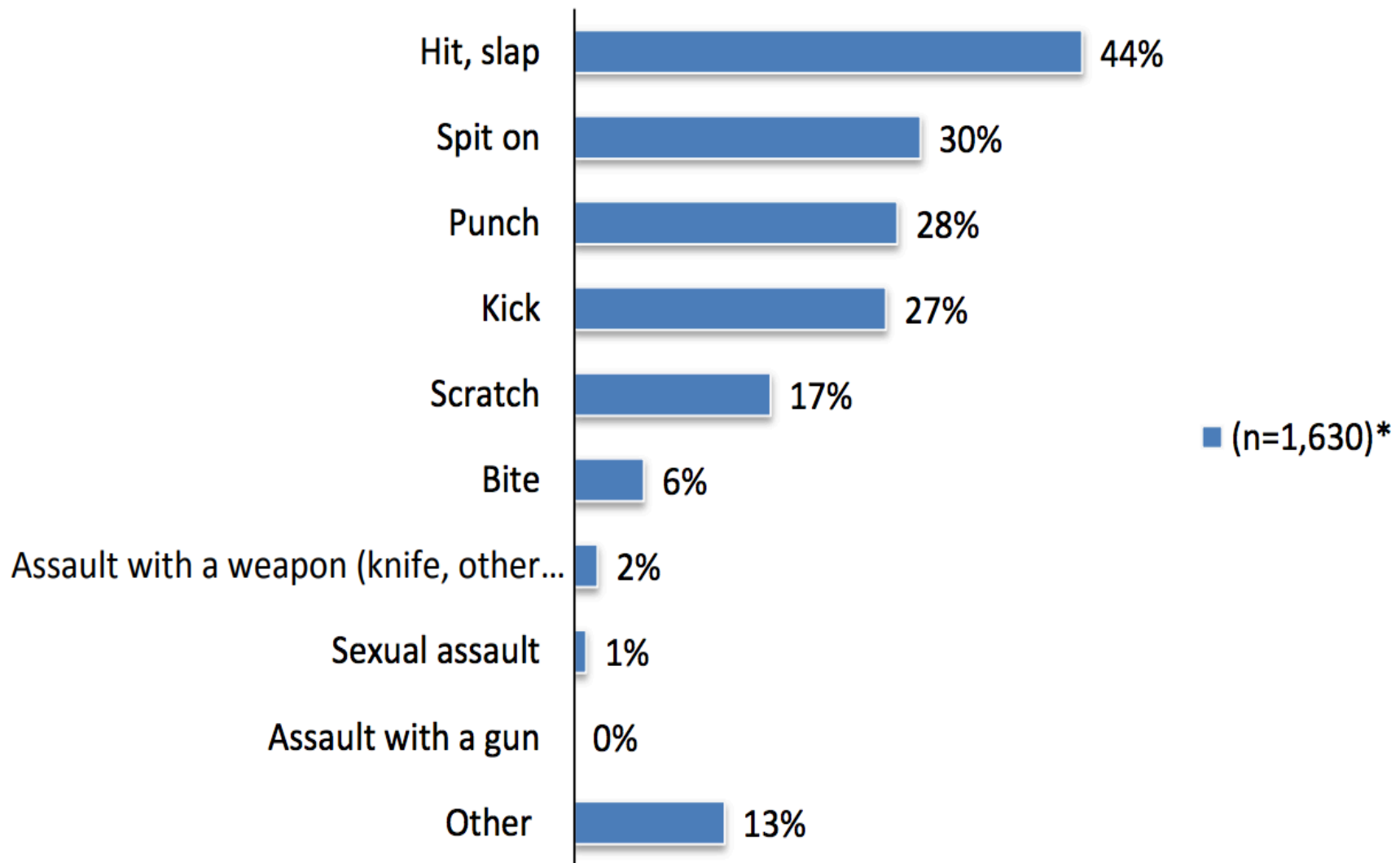
**Q10. How many times have you been physically assaulted in the emergency department in the past year?**



*\* Among those who have been physically assaulted*

Over sixty percent of those assaulted have been assaulted in the past year alone. More than a quarter of emergency physicians have been assaulted more than once during that time.

**Q12. What was the nature of your most recent assault? (Check all that apply)**



***\* Among those who have been physically assaulted***



# ED Risk Factors

- Open access
- Duty to treat
- High stress



# Laws



# Federal Laws

- General duty clause of OSH Act of 1970
  - Legal obligation to mitigate known hazards
- All Injuries resulting treatment or days off must be reported
- OSHA inspections and fines

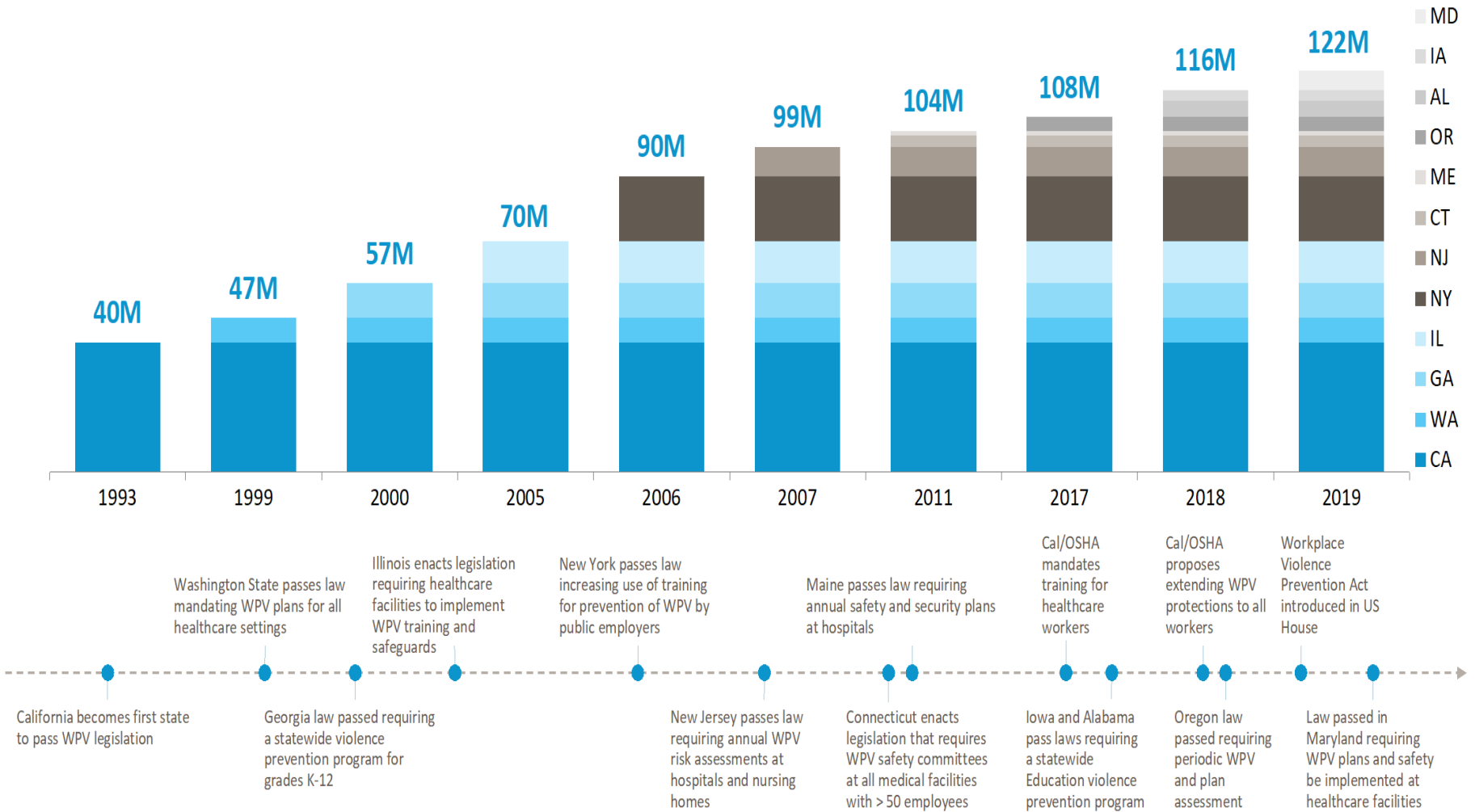


# Shortcomings

- No clear standards
- OSHA has guidelines for preventing violence
  - Purely advisory
- Not enough?
  - GAO recommended OSHA increase education and enforcement



## US POPULATION RESIDING IN STATES WITH WORKPLACE VIOLENCE PREVENTION LAWS<sup>(1)</sup>



# Maryland Law

- State law mandates hospitals have WPV plans
- Not a felony to assault a healthcare provider in Maryland



What can you do?





**GET**

**INVOLVED!**

- Join your Violence Prevention Group (Or start one!)
- Establish Policies and Procedures
  - Ensure EVERYONE is trained on them
- Identify workplace hazards and try to fix them

# Have a Plan

- Always know where the exit is
- Coordinate with security/law enforcement
- Practice your plan!





# Prepare for the Worst

- Get training on violence de-escalation
- Realize that won't always work
- Consider taking a self defense class!



# On Advocacy

**WORKPLACE VIOLENCE  
IS FORESEEABLE  
AND PREVENTABLE**



**Support H.R. 1309**

Workplace Violence Prevention for Health Care and Social Service Workers Act



# HR 1309

- Passed the House, currently in the Senate
- Unclear future
- Supported by ACEP

# AHA Opposes

On behalf of our nearly 5,000 member hospitals, health systems and other health care organizations, our clinician partners — including more than 270,000 affiliated physicians, 2 million nurses and other caregivers — and the 43,000 health care leaders who belong to our professional membership groups, the American Hospital Association (AHA) writes regarding H.R. 1309, the Workplace Violence Prevention for Health Care and Social Service Workers Act. This bill would direct the Secretary of Labor to issue—on an

Speak up or someone will  
speak for you!



Baltimore man heard a gunshot Saturday night. Then he found his younge...



Spoiler alert: 'Married at First Sight' couple from Maryland divorcing in Ann...



Man killed in midday shooting outside Royal Farms Arena, Baltimore...



Summer is hotter in Baltimore neighborhoods that have seen racial...



Convict Trace T speaks

# The dangers of being a doctor: threatened by those who seek help



By GREGORY JASANI and AAMIR HUSSAIN  
BALTIMORE SUN | JAN 03, 2020 8:12 AM





# Take Home Points

- Violence is shockingly common in our profession
- Have a plan for it
- Work to change it

Any Questions?