

**TOPIC:** **INCREASING STUDENT AWARENESS OF THE PREVALENCE AND IMPACT OF LATERAL WORKPLACE VIOLENCE IN NURSING**

**SUBMITTED BY:** **San Diego State University  
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WHEREAS, Lateral workplace violence is deemed by some in the nursing profession as an inevitable occurrence in one's career and consider it to be rooted in nursing culture (Edmonson & Zelonka, 2019, p.274); and

WHEREAS, Seasoned nurses exploit their younger colleagues due to the inexperience that the younger nurses have with the job (Edmonson & Zelonka, 2019, p.275); and

WHEREAS, The insecurity some older nurses have towards newer nurses influences them to torment the latter in order to protect their position in the workplace hierarchy (Edmonson & Zelonka, 2019, p.275); and

WHEREAS, New graduate nurses are more vulnerable to experiencing psychological disorders, such as depression and anxiety, after being tormented in the workplace (Anesiewicz, 2019, p.256); and

WHEREAS, There are circumstances where lateral workplace violence was associated with increased occurrences of inadequate patient care and nursing errors (Pogue et al., 2022, p.1060); and

WHEREAS, Increased absences at work, heightened turnover rates, and deficient nurse retention stem from lateral violence in the workplace and result in elevated facility costs (Goddard & Mason, 2023, p.260); and

WHEREAS, Healthcare facilities that struggle to retain their new graduate nurses, after being subjected to workplace incivility, suffer financially since replacing staff is costly (Goddard & Mason, 2023, p.260); and

WHEREAS, In several European countries, nurses of different ethnic backgrounds and sexual orientations benefit from their laws' protection against lateral workplace violence, contrary to the United States (Beitz, 2023, p.192); therefore be it

RESOLVED, That the CNSA encourages student nurses to become aware of the prevalence and effects lateral violence has on nurses and the profession itself; and be it further

RESOLVED, That the CNSA invites nurses who have witnessed or experienced lateral workplace violence, whether it be charge nurses or former victims, to speak on the issue at state conventions and large SNA events at select schools if feasible; and be it further

RESOLVED, That the CNSA promotes managerial and charge nurse response to nurse incivility during daily huddles in order for healthcare systems to incorporate it into their facilities' practice; and be it further

RESOLVED,

That the CNSA advocates for the implementation of training modules that help novice nurses recognize lateral workplace violence and encourage them to utilize their facility's employee support system; and be it further

RESOLVED,

That the CNSA send a copy of this resolution to the American Nurses Association, National Nurses United, CA Board of Registered Nurses, American Association of Colleges of Nursing, California Nurses Association, American Organization of Nursing Leadership, Association of California Nurse Leaders, National League for Nursing, American Academy of Nursing, Sigma Theta Tau, and all others deemed appropriate by the CNSA Board of Directors.