



Workplace Violence Prevention

Devon Green, VAHHS

devon@vahhs.org

February 28, 2025

Mental Health Impact on Health Care Workers



Evidence of a causal relationship between workplace violence and depression symptoms, anxiety, and suicidal ideation

[O'Brien CJ, van Zundert AAJ, Barach PR. The growing burden of workplace violence against healthcare workers: trends in prevalence, risk factors, consequences, and prevention - a narrative review. EClinicalMedicine. 2024 May 27;72:102641. doi: 10.1016/j.eclinm.2024.102641. PMID: 38840669; PMCID: PMC11152903.](#)

Workplace Violence Cost Impacts

In the United States, the annual turnover rate of nurses is estimated to be between 15% to 36% due to workplace violence.

Rozina Somani, Carles Muntaner, Edith Hillan, Alisa J. Velonis, Peter Smith, A Systematic Review: Effectiveness of Interventions to De-escalate Workplace Violence against Nurses in Healthcare Settings, *Safety and Health at Work*, Volume 12, Issue 3, 2021, Pages 289-295, ISSN 2093-7911, <https://doi.org/10.1016/j.shaw.2021.04.004>.

Replacing a nurse costs approximately \$88,000 per nurse.

Workplace Violence Prevention Cost Impacts

U.S. hospitals spend about \$847 million each year on workplace violence prevention efforts.

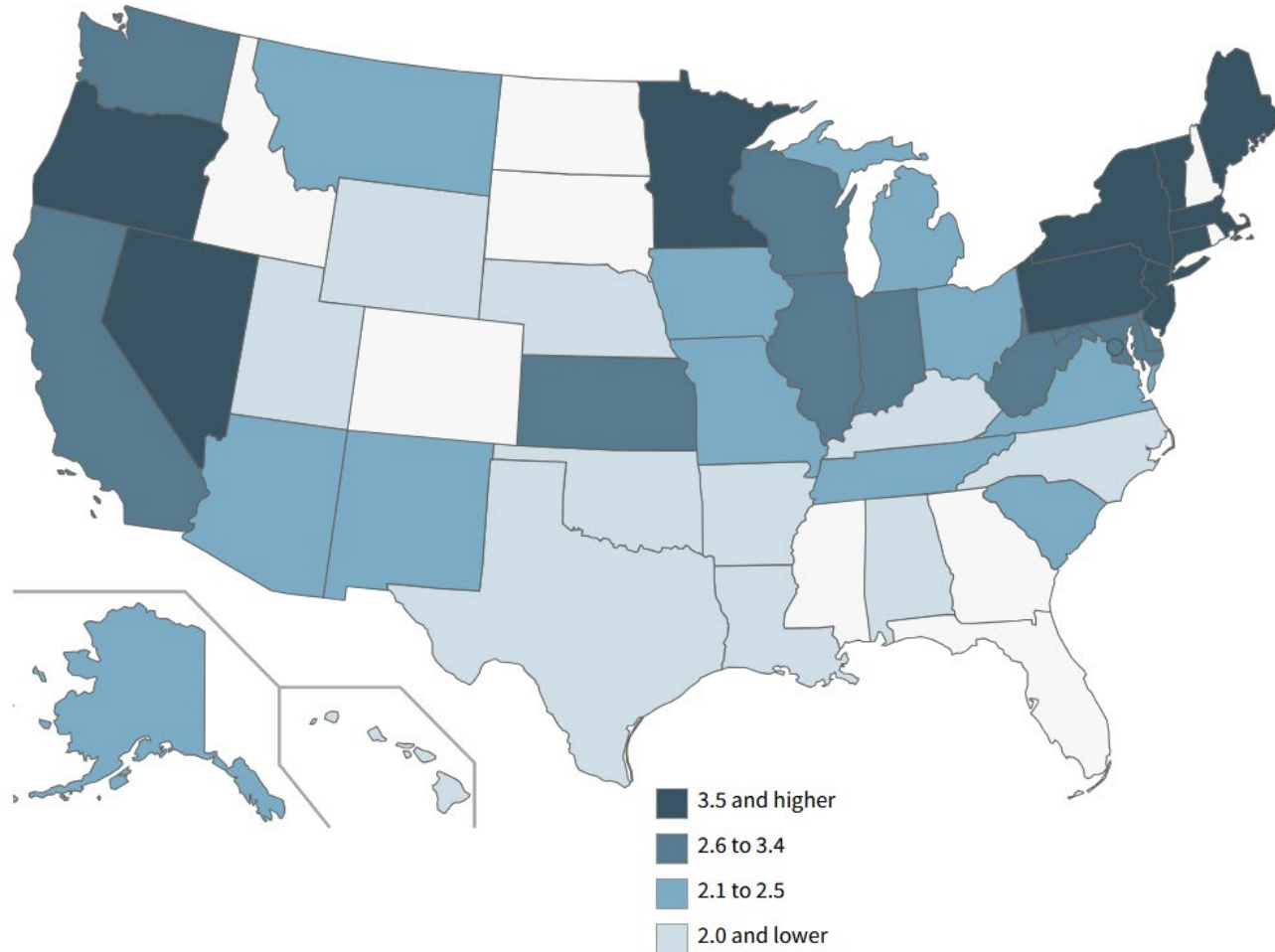
[O'Brien CJ, van Zundert AAJ, Barach PR. The growing burden of workplace violence against healthcare workers: trends in prevalence, risk factors, consequences, and prevention - a narrative review. EClinicalMedicine. 2024 May 27;72:102641. doi: 10.1016/j.eclinm.2024.102641. PMID: 38840669; PMCID: PMC11152903.](#)

Impact on Patients

- Workplace violence perpetrated on health care workers impacts patients, with self-reported delays or omissions in testing, increases in post-operative complications, higher perceived adverse events and decreased patient safety.

[O'Brien CJ, van Zundert AAJ, Barach PR. The growing burden of workplace violence against healthcare workers: trends in prevalence, risk factors, consequences, and prevention - a narrative review. EClinicalMedicine. 2024 May 27;72:102641. doi: 10.1016/j.eclinm.2024.102641. PMID: 38840669; PMCID: PMC11152903.](#)

Workplace Violence Labor Impact in Vermont



Vermont has the highest rate of individuals with days away from work, job restriction, or transfer due to workplace violence at 7.8 per 10,000 workers

[Source: U.S. Bureau of Labor Statistics, Injuries, Illness, and Fatalities, 2021-2022](#)

VAHHS Resources

[Workplace Violence Prevention Strategies: Hospital Toolkit](#)

Webpage: <https://www.vahhs.org/ending-workplace-violence>