

## Patient to Nurse Sexual Harassment

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## INTRODUCTION

#### Patient to nurse sexual harassment can lead to:

- -Workplace Violence<sup>15</sup>
- -Physical and Emotional Effects (Nurse)<sup>3, 17</sup>.
- -Legal & Financial Complications (Organization) <sup>2, 4, 12, 18</sup>.
- -Inferior patient outcomes and quality of care<sup>13</sup>.

**Prevalence**: 27-56% of nurses harassed by a patient <sup>16, 7</sup>,

-Higher Rates: psych, ED, ICU, geriatrics, home care<sup>14, 16</sup>:

#### Patient to nurse sexual harassment is underreported: 11.

- -Considered part of the job<sup>1</sup>
- -Fear poor patient outcomes <sup>8</sup>.
- -Uncertainty on what sexual harassment is <sup>6, 14</sup>.
- -Misinterpretation of patient's intentions and accountability <sup>6, 14,</sup>
- -Fear of retaliation 8, 9, 11.
- -Belief that nothing will change or be done<sup>8, 9, 11</sup>.

Nurses need training on how to address sexual harassment by a patient<sup>5, 10, 12</sup>

## **OBJECTIVES**

**Goal:** Develop and implement a webinar on patient to nurse sexual harassment that will improve nurses ability to recognize, prevent, address and cope with harassment by a patient..

**Aim 1:** Review and synthesize best evidence on sexual harassment prevention, recognition, and coping in nursing to improve understanding of the issue and to provide evidence-based information that will be used in the training.

**Aim 2.1:** Develop a training program delivered through a webinar to educate nurses on how to recognize, prevent, address, and cope with patient to nurse sexual harassment.

**Aim 2.2:** Develop policy resources for nurse managers to promote a sexual harassment free environment, support nurses who experience sexual harassment, and content to include in sexual harassment prevention policies.

**Aim 3:** Create and utilize an expert panel to review the content of the webinar, as it pertains to the recognition, prevention, intervention, and coping with patient to nurse sexual harassment.

**Aim 4:** Implement a webinar for nurses on how to recognize, prevent, address, and cope with patient to nurse sexual harassment.

## METHODS AND RESULTS

#### Aim 1: Literature review on sexual harassment training and policy

- Databases used:
- Search Terms: Sexual Ha

#### Key Findings:

- Effective trainings combine knowledge dissemination and application activities.

MEDLINE

Legal Source

- Risk assessment should be based on structured clinical judgement tools.
- Sexual harassment policies should follow EEOC guidelines.

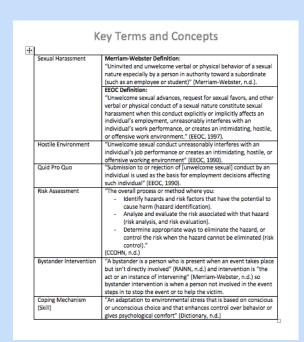
#### Aim 2.1 and 2.2: Create webinar and leadership resource guide

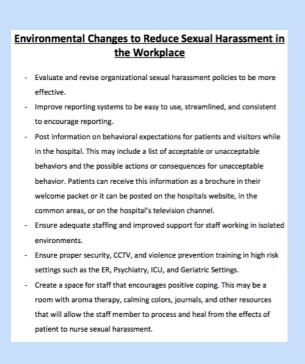
#### Webinar

- Delivered on Zoom
- 2 hours in length
- 5 parts with pre-post assessment of Self Efficacy in responding

#### Leadership Resource Packet

- Policy development
- Supporting victims & referral resources
- Creating a sexual harassment free environment





# General Interventions - Educate staff on what sexual harassment is and ways to prevent, address, and cope with any exposure to it - Train staff on the use of sexual violence risk assessment tools - Advocate for resources and legislation to improve workplace safety and a sexual harassment free working environment Interventions following an event - Take all reports and instances of patient to nurse sexual harassment seriously - Ensure that no negative consequences will occur to the staff member reporting the event - Check in on your staff member one hour after the event, one day after the event, one week after the event, and at regular intervals for as long as seems necessary - Start reporting the incident as a bystander or assist the employee in reporting the event if they are too busy to file a report, or if they have been affected in a way that reporting the event cause re-traumatization - Modify the staffing assignment so that the staff member does not have to work with a patient that has sexually harassed them - Educate the patient on the organization's sexual harassment policy and express the need for behavior change, offering examples of what was not acceptable and what behaviors are acceptable - Prevent and correct the spread of gossip or misinformation following the event and ensure the employees confidentiality - Have a post-incident debriefing session if appropriate (and will not re-traumatize any affected staff members) Organizations with Additional Resources and Trainings on Sexual Harassment/Violence Prevention - The World Health Organization (WHO) - The Centers for Disease Control and Prevention (CDC) - The Rape, Abuse, & Incest National Network (RAINN) - The National Alliance to End Sexual Violence (NAESV) - The National Sexual Violence Resource Center (NSVRC) Referral Resources for Victims of Sexual Harassment - Employee Assistance Program - Many organizations have a list of local counseling services - National Sexual Violence Resource Center (NSVRC)

### Aim 3: Expert panel review

- 10 participants
- Sexual Harassment Prevention Advocates and Researchers
- Title IX Experts and Lawyers & Educators
- Provided with a tool to measure importance and relevance of webinar topical outline and leadership resource guide

#### Key Findings:

- 33 items found 'relevant' to patient to nurse sexual harassment by all experts.
- 28 items with  $\geq$  78% agreement as 'important' to include in webinar.
- Key feedback: extend length of webinar, remove policy evaluation activity, remove discussion of personal patient to nurse sexual harassment experiences.

#### Aim 4: Deliver webinar

- 10 participants attended
- Pre-Post Webinar Self-Efficacy Scale (n=6)
- Self Efficacy: Mean confidence responding to patient to nurse sexual harassment
- Means of all 15 items increased.

## Tool 2: Sexual Harassment Self-Efficacy (pre and post webinar) Please rate how certain you are that you can effectively respond to the situations presented below, as they pertain to patient to nurse sexual harassment. Rate your degree of confidence by recording a number from 0 to 100 using the scale given below: 0 10 20 30 40 50 60 70 80 90 100 Cannot do at all Moderately can do Highly certain can do How confident are you that you can: - Understand what Sexual Harassment is - Recognize the risk factors of patient to nurse sexual harassment - Implement measures to prevent patient to nurse sexual harassment - Set boundaries when a patient is at risk for being sexually inappropriate - Respond effectively when a patient engages in inappropriate sexual behavior towards you - Identify effective coping strategies following sexual harassment - Recognize when you are emotionally distressed - Implement effective coping strategies following sexual harassment - Recognize when you are emotionally distressed - Implement effective coping strategies following sexual harassment - Formally report an occurrence of patient to nurse sexual harassment - Formally report an occurrence of patient to nurse sexual harassment - Intervene when you see a patient sexually harassing someone else - Support a coworker who has experienced patient to nurse sexual harassment - Seek support from a manager or nurse leader following patient to nurse sexual harassment - Seek support from a manager or nurse leader following patient to nurse sexual harassment

## WEBINAR OUTLINE

#### **Webinar Outline**

#### **Pre-Webinar:**

- Key Terms, Zoom Instructions Guide, Leadership Resource Packet provided
  - Pre-webinar Knowledge Assessment and Self-Efficacy Scale

#### **Part 1: Introduction**

#### Part 2: Patient to Nurse Sexual Harassment

- Risk Factors
  - Effects

#### Part 3: Preventing and Addressing Sexual Harassment

- Compliment vs. Sexual Harassment (Activity)
- Common Responses vs. Recommended Responses
- Case study and Demonstration on Recommended Responses
  - Policy Evaluation

#### **Part 4: Reporting**

- Statistics
- Barriers
- Recommendations

#### **Part 5: Conclusion**

#### **Post-Webinar:**

- Post Webinar Self-Efficacy Scale
- Webinar Evaluation and CE Provision

#### **Project Timeline:**

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Goal	Projected Completion Date	Date Completed
Develop Project Proposal	8/25/2020	8/24/20
Defend Proposal	9/11/2020	9/11/2020
Complete Revisions to	10/25/2020	10/23/2020
Proposal		
Complete Aim 1	10/25/2020	10/27/2020
Complete Aim 2.1	10/26/2020	10/31/2020
Complete Aim 2.2	20/26/2020	1/5/2021
Complete Aim 3	11/30/2020	12/18/20
Complete Aim 4	1/15/2021	2/17/21
Complete Manuscript	3/1/2021	3/3/2020
Edit Manuscript	3/20/2021	To be completed
Send Manuscript to Editor	3/20/2021	To be completed
Complete Edits to	3/31/2021	To be completed
Manuscript		
Submit Manuscript to	4/30/2021	To be completed
ProQuest		

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