INTRODUCTION

Patient to nurse sexual harassment can lead to:
- Workplace Violence
- Physical and Emotional Effects (Nurses)
- Legal & Financial Complications (Organization)
- Inferior patient outcomes and quality of care

Prevalence: 27-56% of nurses harassed by a patient
- Higher Rates: psychosis, ED, ICU, geriatrics, home care

Patient to nurse sexual harassment is underreported

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 useful 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:

Key Findings:
- Effective trainings combine knowledge dissemination and application activities.
- 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
- Delivered on Zoom
- 2 hours in length
- 5 parts with pre-post assessment
- Self Efficacy in responding

Key Terms, Zoom Instructions Guide, Leadership Resource Packet provided

Aim 3: Expert panel review
- 10 participants
- Sexual Harassment Prevention Advocates and Researchers
- Title IX Experts and Lawyers & Educators
- Provided a tool to measure importance and relevance of webinar topic outline and leadership resource guide

Key Findings:
- 33 items found ‘relevant’ to patient to nurse sexual harassment by all experts.
- 28 items with ≥ 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.

WEBINAR OUTLINE

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- Pre-Webinar:
  - Key Terms, Zoom Instructions Guide, Leadership Resource Packet provided
  - Pre-webinar Knowledge and Assessment

Part 1: Introduction
- 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

Part 4: Reporting
- Statistics
- Barriers

Part 5: Conclusion
- Post-Webinar:
  - Post Webinar Self-Efficacy Scale
  - Webinar Evaluation and CE Provision

Project Timeline:

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<th>Task</th>
<th>Start Date</th>
<th>End Date</th>
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<tbody>
<tr>
<td>Define Proposal</td>
<td>5/12/2020</td>
<td>5/21/2020</td>
<td>5/30/2020</td>
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<tr>
<td>Complete Key Terms &amp; Activity</td>
<td>6/11/2020</td>
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<td>Complete Leadership Resource</td>
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<td>Complete Webinar</td>
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REFERENCES


Yale SCHOOL OF NURSING