



Patient to Nurse Sexual Harassment

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INTRODUCTION

Patient to nurse sexual harassment can lead to:

- Workplace Violence¹⁵
- Physical and Emotional Effects (Nurse)^{3, 17.}
- Legal & Financial Complications (Organization)^{2, 4, 12, 18.}
- Inferior patient outcomes and quality of care^{13.}

Prevalence: 27-56% of nurses harassed by a patient^{16, 7,}
 -Higher Rates: psych, ED, ICU, geriatrics, home care^{14, 16:}

Patient to nurse sexual harassment is underreported:^{11.}

- Considered part of the job¹
- Fear poor patient outcomes^{8.}
- Uncertainty on what sexual harassment is^{6, 14.}
- Misinterpretation of patient's intentions and accountability^{6, 14,}
- Fear of retaliation^{8, 9, 11.}
- Belief that nothing will change or be done^{8, 9, 11.}

Nurses need training on how to address sexual harassment by a patient^{5, 10, 12,}

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:

CINHAL	MEDLINE
PsychINFO	Legal Source

Sexual Harassment Trainings	Sexual Harassment Prevention	Addressing Sexual Harassment
Workplace Violence Training	Sexual Harassment Intervention	Sexual Harassment Policy

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

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

Key Terms and Concepts

Sexual Harassment	Sexual harassment is defined as unwelcome or hostile verbal or physical behavior of a sexual nature directed at an individual based on sex. It includes sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that creates a hostile or offensive work environment. (EEOC, 2018)
Hostile Environment	Sexual harassment that is severe or pervasive enough to create a hostile or offensive work environment. (EEOC, 2018)
Quid Pro Quo	Sexual harassment that involves an explicit or implied exchange of sexual favors for employment benefits. (EEOC, 2018)
Risk Assessment	The process of identifying and evaluating the potential for sexual harassment in a specific setting. (EEOC, 2018)
Sexual Harassment Prevention	The process of developing and implementing policies and procedures to prevent sexual harassment. (EEOC, 2018)
Sexual Harassment Intervention	The process of addressing and resolving sexual harassment incidents. (EEOC, 2018)
Sexual Harassment Policy	A set of rules and guidelines that define unacceptable behavior and outline the consequences for such behavior. (EEOC, 2018)

Environmental Changes to Reduce Sexual Harassment in the Workplace

- Evaluate and revise organizational sexual harassment policies to be more effective.
- Improve reporting systems to be easy to use, streamlined, and consistent to encourage reporting.
- Post information on behavioral expectations for patients and visitors while in the hospital. This may include a list of acceptable or unacceptable behaviors and the possible actions or consequences for unacceptable behavior. Patients can receive this information as a brochure in their welcome packet or it can be posted on the hospital's website, in the common areas, or on the hospital's television channel.
- Ensure adequate staffing and improved support for staff working in isolated environments.
- Ensure proper security, CCTV, and violence prevention training in high risk settings such as the ER, Psychiatry, ICU, and Geriatric Settings.
- Create a space for staff that encourages positive coping. This may be a room with aroma therapy, calming colors, journals, and other resources that will allow the staff member to process and heal from the effects of patient to nurse sexual harassment.

Things you can do as a Manager or Leader

General Intervention:

- Evaluate staff for sexual harassment risk and work to prevent, address, and cope with any reports to you.
- Post information on behavioral expectations for patients and visitors while in the hospital. This may include a list of acceptable or unacceptable behaviors and the possible actions or consequences for unacceptable behavior. Patients can receive this information as a brochure in their welcome packet or it can be posted on the hospital's website, in the common areas, or on the hospital's television channel.
- Ensure adequate staffing and improved support for staff working in isolated environments.
- Ensure proper security, CCTV, and violence prevention training in high risk settings such as the ER, Psychiatry, ICU, and Geriatric Settings.
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Interventions following an event:

- Take all reports and responses 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.
- Stay reporting the incident as a behavior or assist the employee in reporting the event if they are too busy to do so.
- Modify the staff's assignment so that the staff member does not have to work with a patient that has been abusive, offering examples of what was not acceptable and what behavior is acceptable.
- Present and conduct the annual of goals or performance following the event and ensure the employee's 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 Sexual Violence Resource Center (NSVRC)
- The National Sexual Violence Resource Center (NSVRC)

Referral Resources for Victims of Sexual Harassment:

- Employee Assistance Program (EAP)
- National Sexual Assault Hotline @ 1-800-678-5868 or 800-678-5868 (toll-free)
- Department of Defense Sexual Violence Prevention Center (2015) 900-5242

Sexual Harassment Self-Efficacy Scale

Please rate how confident 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 in recording a number from 0 to 100 using the scale given below:

0 = Not confident at all
 100 = Highly certain can do

How confident are you that you can:

Recognize what behaviors are considered sexual harassment	Confidence
Recognize the risk that behaviors pose 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 a sexually related behavior is inappropriate	_____
Recognize when a sexually related behavior is appropriate	_____
Implement effective coping strategies following sexual harassment	_____
Recognize when a sexually related behavior is inappropriate	_____
Recognize when a sexually related behavior is appropriate	_____
Seek support from a co-worker following patient to nurse sexual harassment	_____
Recognize when a sexually related behavior is inappropriate	_____
Recognize when a sexually related behavior is appropriate	_____
Seek support from a manager or nurse leader following patient to nurse sexual harassment	_____
Recognize when a sexually related behavior is inappropriate	_____
Recognize when a sexually related behavior is appropriate	_____

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 ≥ 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

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:

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 Proposal	10/25/2020	10/23/2020
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	2/7/21
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 Manuscript	3/31/2021	To be completed
Submit Manuscript to ProQuest	4/30/2021	To be completed

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