



## **Position Statement on Promoting Policy Standards for Workplace Violence Prevention and Management**

**Approved by the ACP Board of Regents on September 14, 2021**

- 1. ACP recognizes the harm of workplace violence against physicians and other health care workers—including physical and verbal violence—and commits to working with all relevant stakeholders to reduce the incidence of workplace violence and uphold a safe and supportive work environment for all.**
- 2. ACP believes physicians and other health care workers have a right to deliver care under conditions that do not impair their health and well-being. ACP believes institutions have a duty to ensure the safety of their employees and must develop and implement policies, plans, and protocols to assess, report, reduce, and prevent workplace hazards and violence.**
- 3. ACP believes physicians and other health care workers should educate themselves on workplace violence policies, plans, and protocols; be aware of potential hazards; report all incidents of workplace violence; participate in workplace violence prevention and response trainings; and commit to upholding a culture of workplace safety.**
- 4. ACP supports legislative efforts to reduce and prevent instances of workplace violence and bolster workplace safety.**
- 5. ACP urges the Occupational Safety and Health Administration and other relevant federal agencies to develop, implement, and enforce a national standard addressing workplace violence in the health care setting.**
- 6. ACP calls for additional research into workplace violence prevention, including the effectiveness and impact of interventions; the prevalence of workplace violence in health care settings and how it impacts various types of health care workers, practice settings, and specialties; the characteristics of perpetrators of workplace violence; and risk factors that increase the likelihood of workplace violence. ACP emphasizes the**

**need for high-quality data and standard definitions in order to better understand the extent of workplace violence against physicians and other health care workers.**