

# 4<sup>th</sup> International Conference on **Nursing & Healthcare**

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## **Nurse-to-nurse bullying: Look, listen and feel**

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**B**ased on research studies, lateral violence also known as workplace bullying continues to occur within the nursing profession. Having access to bullying policies, procedures and clear avenues on how to report such behaviors on a nursing unit/floor increases a nurse's awareness of this topic. How can this behavior be brought to the forefront of nursing and be eliminated? Exposure of this topic gives nurses a clearer understanding of what is acceptable behavior and what is not. Much of these behaviors are "learned" in nursing school through exposure to poor clinical instruction and nursing mentors on medical floors. Many people are leaving the nursing profession after 6 months because of such bullying behaviors and lack of support upon reporting. Providing a confidential third party survey every 6 months to nurses in their work place to safely report bullying behaviors will increase retention, morale and overall job satisfaction. Nurses do not have to accept the statement, "nurses eat their young" nor become part of the problem and perpetuate this behavior. Nurses need to take responsibility of their own behaviors and also know what to accept and not accept from others. The survey results can provide a means of education for any healthcare facility to educate staff on this continuing issue in the nursing profession.

### **Biography**

Katherine Riegelmann is a Faculty Member at West Coast University of Los Angeles teaching fundamentals and introduction to medical/surgical nursing. Her passion is nursing education and teaching the joy of both the art and science of nursing.

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