

## Abstract

**PURPOSE:** To determine if an education-based intervention will afford staff the tools needed to handle lateral violence situations, and consequently feel more comfortable and willing to handle situations when they arise.

**METHODS:** Surveys evaluating comfort level, willingness, barriers, and approach to lateral violence were completed by participant's pre and post workshop, and thirty-days post workshop.

**SITE AND PARTICIPANTS:** The study was conducted within a community hospital in central Virginia. The study consisted of 30 employees, either RN, LPN, or patient care technician. All hospital employees who met the job role inclusion criteria and were above age 18 were invite to participate.

**INTERVENTION:** The intervention for the study was an in-person lateral violence workshop to evaluate the effectiveness of lateral violence education. The workshop taught to staff included didactic information regarding lateral violence (definition, prevalence, effects on staff) by use of power point, optional information experience sharing, and role play.

**DESIGN:** Evaluation of the lateral violence workshop was conducted by use of a pre-experimental, one-group pre/posttest design.

**RESULTS:** The study had a total of 30 participants. Knowledge of lateral violence was significantly higher following program participation ( $t = -4.163, p < .001$ ). Participants were more comfortable ( $t = -4.163, p < .001$ ) and were more willing to confront lateral violence ( $t = -4.208, p < .001$ ).

**SIGNIFICANCE:** An increase in knowledge, willingness to confront lateral violence and comfort level with increasing lateral violence may decrease lateral violence in the workplace, leading to a safer work environment for both staff as well as patients.