



Rachel Odes, PhD, RN, was working as a psychiatric nurse in an Alameda County, CA, safety net setting when she came to recognize the impact of workplace violence on staff and on their ability to provide high-quality patient care. She pursued training in research and health policy with a **training grant from NIOSH at the University of California, San Francisco (UCSF)** to understand how the state's approach to **regulating workplace violence in healthcare** was working to address the problem.

Protecting Healthcare Workers from Violence, Keeping Essential Staff at the Bedside

BACKGROUND

- **Nurses and other staff in healthcare settings experience high levels of physical violence** and other threatening behaviors.
- Nearly all are exposed to some form of violence or aggression during their time on the job, particularly if they work in high-risk areas like emergency departments or mental health settings.
- In addition to physical pain and injury, this **violence causes fear, anxiety, leading many frontline staff to consider leaving the profession.**

RACHEL'S WORK

- Her work included research on California's violence prevention standard, which **helps hospitals understand what works and doesn't work to keep healthcare workers safe on the job.**
- The research found, for example, that **new kinds of incident reporting can help health care systems better understand risk factors and organizational responses to incidents of violence,** which in turn can lead to more effective mitigation strategies.

FOR MORE INFO



Want to learn more? Check out the research of Rachel and the research team at UCSF! [Click here to read "Differences in Hospitals' Workplace Violence Incident Reporting Practices: A Mixed Methods Study"](#)

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