

Tanisha Kumari

Professor Cipriani

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### Speech to Bystanders about Healthcare Workers' Abuse

No one discusses how many serious matters are swept under the rug within the healthcare field. Much of the abuses nurses, have to face on a daily basis are either not discussed or brought to light. These people save lives and work hard every day and this is how they are treated in return? It is absolutely horrifying. From patient abuse to co-worker harassment, when will the world see how mistreated nurses are and speak up? Of course, every profession has its drawbacks but having to work in healthcare can be more dangerous compared to various other jobs. Nurses confront physical threats from numerous ill patients, but they confront other conflicts such as threats to their mental well-being as well. Nurse mistreatment by patients or coworkers is an open secret that is continuously downplayed. Furthermore, healthcare establishments have a duty to ensure the protection of their staff members and employees. It is also time for those other patients, coworkers, and any other bystander to say something when they see something!

Nurses deserve to feel protected in their workplace just as workers in any other profession do. Abuse of nurses can come in various shapes and forms. Verbal assault is among the most typical types. Name-calling, insulting, shouting, and trying to make insulting remarks fall under this category. Another example of abuse is physical abuse or bodily harm. Examples of this are shoving, pulling, or hitting both male and female healthcare workers. It is ironic how these healthcare workers are here to help others and make the world a better place but receive the opposite in return. It is truly sad.

Another type is nurse mistreatment that can happen at work is sexual harassment, which is what many female nurses face. There are many different types of violence. Patients as well as their family

members sometimes become angry with the nurse as a result of their frustrations with the treatment that they are receiving. “Patients are often the main cause of any violence toward nurses. They might not be right in their minds, either because of their health condition and related symptoms or medications they might be taking” (Paul). It is upsetting to say abuse of nurses occurs not only from patients, but from co-workers and supervisors as well. The people who are supposed to be on the nurse's side and protect them, are instead causing more harm than good. How frustrating might that be?

The abuse of nurses has many adverse effects. Some of the abuse, both male and female nurses face can lead to encountering bodily harm, social distress, and psychological problems such as anxiety and suicidal thoughts which is just heartbreaking. The serious problem of nurse exploitation is it damages their physical body and emotional health which can lead to poor patient care in return. Nurses cannot take care of others if they cannot take care of themselves first. Physical harm, emotional anguish, and psychological issues like melancholy can all occur to abused nurses. A lack of caretakers and inadequate medical care can result from these issues if they are not fixed. “Health care and services workers are five times as likely to suffer workplace violence injury than workers overall. One in four nurses reported being physically assaulted according to a 2019 ANA Survey” (Enterprise). As a society, we need to step up and do better. Being a bystander does more harm than good. Yes, it is understandable it might be a scary circumstance to see someone being mistreated visually, but it is even worse, knowing someone is there and decided not to help and to sit in silence instead. Additionally, they might feel burned out, unsatisfied with their jobs, and compelled to quit the healthcare field. This issue will result in a shortage of caregivers in the future. After naming these various acts of violence in the healthcare field that workers have to face on a day-to-day base, it is understandable why they no longer want to stay in that toxic environment. I doubt anyone else would want to endure what they were forced to.

Now we heard all the negative effects of abuse in the healthcare field, but how this impacts my life is what you all must be thinking. This worldwide issue affects everyone. Who else will be there to

take care of your family, relatives, sisters, and brothers if healthcare workers keep quitting so easily? Who else will be the one to save a loved one when they are injured or dying? Every healthcare worker deserves the utmost respect for their hard work. In addition to this, I hope it is now clear how nurses are working in such harmful conditions and risking their lives for others every time they step into their workplace.

To avoid nurse mistreatment, a number of tactics can be used. In order to avoid and resolve healthcare issues, hospital groups, or any facility for that matter can start by developing straightforward rules and regulations. A method for documenting and handling abuse cases must be a part of these rules, as well as a zero-tolerance approach to all forms of abuse. Nurses as well as other healthcare workers can benefit from training courses that emphasize the value of handling one another with honor and decency. Many healthcare facilities can involve engaging in cooperation and collaboration, offering assistance to nurses who have suffered abuse, and resolving any problems that might be causing an unpleasant work atmosphere for them.

However, simply having set guidelines or standards of conduct in the workplace is useless. These rules and regulations must be carefully observed in order to guarantee the well-being and safety of all staff members and patients. Workplace harassment affects millions of workers each year. Despite the fact that there are rules in existence, they are insufficient to deal with the issue. Violence in any shape should not be tolerated. In whichever form of verbal, physical, or psychological abuse, the abuser must be immediately removed from the first indication of abuse. Regardless of the justification they give, conflict can be avoided by refusing to tolerate workplace abuse.

To conclude, we must give priority and action to the severe problem of nurse abuse in response to what they tolerate in today's society. By creating straightforward rules and regulations, offering education opportunities and training, and fostering a pleasant work atmosphere, we can avoid and resolve harassment at work. We must be able to develop a healthcare system built on respect, honesty, and

kindness for both our caregivers and patients. This plan can start by simply being grateful and respectful for the service of every healthcare worker.

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