

# Potential for Violence

Identification

05/2026

# Horizontal Violence in the medical environment

persistent exposure to interpersonal aggression and mistreatment from colleagues

- **In clinical settings, expressions of different types of violence are frequent, involve individuals and collectivities and disrupt the logic of cooperation and organizational communication in healthcare processes**
- **Abuse constitutes a form of violence based on power asymmetries made visible in everyday situations**
- **60-50% of residents experience mistreatment, including public humiliation or verbal abuse**
  - Can be perpetrated by patients, nurses, senior trainees, and attendings
  - Highest rates in Emergency Medicine and Psychiatry
  - Underlying burnout and untreated mood disorders can lead to aggression against colleagues
- **Experienced more often in groups under-represented in medicine**
- **Associated with higher rates of burnout, stress, depression and lower quality of life**

Int J Environ Res Public Health. 2023 Sep 13;20(18):6754.

Acad Pediatr. 2020 Sep-Oct;20(7):991-997.

World J Surg. 2022 Jul;46(7):1587-1599.

# Combating workplace violence: Program level interventions

- **Anonymous feedback portals**
- **Structured faculty feedback**
- **Supportive mentorship**
- **Proactive well-being initiatives**
- **Safe access to basic needs**
- **Structured learning models for education**



# Combating workplace violence: Creating a culture of Psychological Safety

- **An environment that is safe for risk taking**
- **Belief that you will not be punished for speaking up with ideas, questions, concerns, or mistakes**
- **Shared expectation by members of a team that teammates will not embarrass, reject, or punish them for sharing ideas, taking risks, or soliciting feedback**



# Workplace Violence: Toolkits and Resources

**Gianakos et al. #SpeakUpOrtho: Narratives of Women in Orthopaedic Surgery-Invited Manuscript. J Am Acad Orthop Surg. 2022 Apr 15;30(8):369-376.**

[Residency programs: Show residents how to respond to bullying | American Medical Association](#)

[NHS staff survey prompts calls for action on bullying, harassment and understaffing](#)