

**RESOLUTION 09.2022-14 (A-23)
PROTECTING PHYSICIANS AND HEALTHCARE WORKERS FROM
VIOLENCE AND AGGRESSION**

ISMS Board Action Taken on 10/22/2022

Adopted Resolution 09.2022-14 (A-23), as amended by the Council on Education & Health Workforce.

Council on Education & Health Workforce Recommendation to ISMS Board on
10/22/2022

This resolution calls for ISMS to provide information and guidance to physicians and healthcare professionals to assist in the development of such site-specific matters as protocols, procedures and mechanisms to ensure a safer and more secure environment.

The author of the resolution, Dr. Nancy Church, was available for explanation and comment on the resolution and to address any questions. Dr. Church stated that the purpose of the resolution is to provide protection for physicians and other healthcare workers from violence and aggression in the workplace.

The Council supported the goal of the resolution, and focused their discussions on the need to address three specific areas – educational efforts, including defining the scope of the problem and highlighting potential solutions and best practices to prevent and address aggression against physicians and healthcare workers; counseling and support services for survivors, and identifying consequences and punitive actions against individuals who display aggression or engage in violent behaviors.

After discussion, the Council determined that it would be useful to develop a white paper on violence and aggression against physicians and healthcare workers, in order to summarize the problems and make recommendations regarding potential solutions. The Council recommended an amended resolution.

The Council on Education & Health Workforce recommends that the ISMS Board of Trustees adopt Resolution 09.2022-14 (A-23), as amended:

RESOLVED, that ~~as a specific action,~~ ISMS develop a white paper on violence and aggression against healthcare workers to provide information and guidance to physicians and healthcare professionals to assist in the development of such site-specific matters as protocols, procedures and mechanisms to ensure a safer and more secure environment. Such measures might include:

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- Development of robust surveillance, data collection systems, and technologies and standards to track hate-based and other types of violence directed at physicians and healthcare workers by patients or community members.
 - Security and safety response protocols to protect physicians and other healthcare workers to ensure their freedom from hate-based and other types of violence and intimidation.
 - Solidarity-based strategies to mobilize individuals and organizations across the healthcare ecosystem, to name, confront, and effectively resist hate-based and other types of violence and intimidation. Such strategies could include the development of a “Physician and Healthcare Worker Bill of Rights,” creation of counseling and support services for survivors, and identification of punitive measures and related consequences for individuals engaging in aggressive or violent behaviors.