

Unit 6: Workplace Issues
Z-Chapter 25
ONLINE CONTENT (1 H)

Unit Objectives:

- Determine your risk for encountering a workplace issue that can affect your health or well-being. (1,7)*
- Understand ergonomics and ways to protect yourself from workplace injuries. (5,7)*
- Analyze workplace bullying and harassment. (3,5)*
- Recognize the risk for violence at work and how to reduce your risk. (2,5,7)*
- Create a personal plan to handle workplace problems such as staffing shortages and being assigned to an unfamiliar workplace. (3,7)*

*Course Objectives

Workplace Issues in Healthcare Assignment

Review chapter 25 and place your answers to the following questions in the Z-Chapter 25 dropbox by 0800 on 3/9/2026.

Part 1: Personal Risk Assessment

- a. Identify 3 potential workplace issues you are most likely to encounter.
3 workplace issues could be needlestick and sharps safety, lateral violence, and back injuries.
- b. Explain why you may be at risk for each issue and what early signs to look for.
You might be at risk for a needlestick injury in an operating room or at the patient's bedside. The Needlestick Safety and Prevention act requires employers to maintain strict needlestick documentation logs, and everything involved in the incident. Lateral violence or bullying can occur in any setting in the workplace by a coworker or a supervisor. Early signs are coworkers becoming quiet when you enter the room, you might be left out of office culture, or you might be asked to do difficult or seemingly pointless tasks. Back injuries can occur when using improper body mechanics. Early signs may be loss of flexibility or increased muscular instability. These may put you at risk for a back injury.

Part 2: Ergonomics and Injury Prevention in Nursing

- a. Define ergonomics in the healthcare setting.
Ergonomics in the healthcare setting include safe body mechanics, safe lifting equipment, and safe tasks related to lifting limits.
- b. Identify high risk ergonomic tasks for nurses.
High risk ergonomic tasks for nurses are patient turning, toileting, and providing for patients activities of daily living.

Part 3: Workplace Bullying and Harassment

- a. Define workplace bullying and harassment related to nursing.
Workplace bullying related to nursing is when violence is directed to an individual by another individual who is considered a colleague or a supervisor.

- b. Identify early warning signs of bullying.
Warning signs of bullying may include your coworkers who might become quiet or leave the room when you walk in. You may be asked to do new tasks outside of your typical duties or be given difficult tasks. You might also notice that your personal belongings may go missing.
- c. Provide the actions to take to address bullying in the workplace.
Openly address that you are being bullied, take time off of work and check your mental and physical health, research state and federal options, gather data regarding the impact bullying had on your unit, and start a new job search. You can also expose the bully.

Part 4: Workplace Violence and Risk Reduction

- a. Define workplace violence.
Workplace violence is the act or threat of violence which can be verbal or physical directed toward staff on duty.
- b. Identify the signs of escalating violence.
Signs of escalating violence may include increased agitation, raised voices, threats toward the staff, or refusing to cooperate.

Part 5: Navigating Workplace Challenges

- a. Develop a personal action plan on how you will manage the following challenges:
 - Short staffing
I would first try to prioritize my highest risk patient and then see what tasks I can delegate. I would then see if there is any nurse or staff member who is able to come and help or fill out any gaps that I do not have time for.
 - Floating to an unfamiliar unit
I would try to remain professional and not panic and ask for a quick tour of the unit and their standards of care. I could also see if a nursing assistant could be assigned to me. I would be sure to document everything in case something did not go well.
 - Mandatory overtime
I would make sure to maintain proper hydration and nutrition while on shift when I can. I would also try to monitor my fatigue level and call in any extra help if I seem to be getting too tired. I would also try to maintain proper documentation and safe hand-offs of patients when my overtime is over.

In order to receive full credit (1 H class time) for this assignment, it must be completed in its entirety by the due date/time assigned. Any assignments not completed in its entirety by the assigned due date and time will result in missed class time.