

## **ANA Code of Ethics for Nurses**

The ethics code I choose for this paper is : The nurse, through individual and collective effort, establishes, maintains, and improves the ethical environment of the work setting and conditions of employment that are conducive to safe, quality health care.

I choose this topic because of the increase in workplace violence. There is a increase in violence everywhere. Hospitals, schools, public places. A lot of people aren't sure what to do when this happens. Some freeze others panic in response to the violence. Everyone thinks they will know what to do until the actual situation occurs. I think the drills and education are good ideas.

I was able to find a article about " Workplace Violence Training Using Simulation."( Brown, et al., 2018) Simulation is a great tool to learn how to handle different scenarios. They were trained in classroom learning, code silver and self-defense techniques. In these scenarios they learned to prepare mentally, they learned they could break rules to protect themselves and patients. Before participation in this simulation they were screened for previous trauma. If they answered yes to 5/10 questions they could opt out. This simulation was voluntarily. I think that is a good idea for someone who may already have PTSD or has been in trauma before. They came up with the acronym ABLE. This stands for Accept that the situation is happening, then react to violence by Barricade behind a closed door or Leave the area. Finally if they couldn't barricade or leave Engage the perpetrator to end the violence.

(Brown, et al., 2018) Some of the issues they faced where participation and time. Not everyone had time to participate because, the drills take 90 minutes to complete. They didn't have enough space for the simulation. They revised their program to include a new simulation center with a mock unit. Patients rooms were built to mock actual patient rooms. Phones were routed to the control room. It was also equipped to record video. The maximum amount of participants was 24. They started out by having the instructors acting out behaviors that should be monitored. They provided examples of escalating behaviors. After this they began a simulation. They were able to call time out at anytime that it was needed. Each simulation was built of the previous one, this allowed a break to ask questions and clear their heads. Repeated exposure to various scenarios helps to prepare them. At the end of the scenario students were asked self reflection questions. "The questions were : 1. If today you had a workplace violence situation( hostage/person with a weapon/active shooter), how prepared are you? 2. How prepared are you to protect yourself? 3. How prepared are you to protect your patients? 4. How confident are you in your ability to immediately get help during a workplace violence situation?" (Brown, et al., 2018, p62) I think these are excellent questions to ask after this type of simulation.

In conclusion, I think this was a great evidence based approach to a growing problem. We has a code silver drill at the school. I think this one is better because, they were given instruction prior. I like that the instructors demonstrated behaviors that were not appropriate. They also described things to watch for to tell that their behavior was escalating. They provided interventions to stop these behaviors. They didn't have just one scenario, they had a few scenarios that built on each other. It

would be great to see a code silver simulation from the beginning, that shows the triggers involved, interventions that don't work. They included debriefing after every scenario and at the end. Sometimes I feel like I learn just as much from debriefing as I do from the actual scenario. I feel this way the students get more out of it by following the scenario from beginning to end.

**Resources:**

Brown, R. G., Anderson, S., Brunt, B., Enos, T., Blough, K., & Kropp, D. ( 2018)  
Workplace Violence Training Using Simulation. *AJN, American Journal of Nursing*,  
118 (10), 56-68, doi :  
10.10197/01.naj0000546382.12045.54