Title of Program: A Creative and Collaborative Approach to Address Lateral Violence and Bullying in the Peri-anesthesia Setting.

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A creative and collaborative approach to address issues with lateral violence and bullying (LVB) was developed in the perianesthesia setting using a two part education series. The first reviewed the following objectives:

- Differentiation of LVB.
- Review of physical and psychological consequences of LVB on nursing staff.
- How to handle difficult behavior at work.
- Identification of policies, programs and resources available at our institution to address LVB.

A survey was distributed to all staff who attended both sessions. It was used as a measurement for further staff education regarding LVB and as an overall assessment of the problem. Objectives for the second seminar included:

- Identifying subtleties of LVB.
- Describing how to appropriately address LVB.

In the first seminar 71% of staff felt that LVB was a serious issue as opposed to 48% in the second. The ASPAN Position Statement on Workplace Violence was released prior to the second seminar which helped build a local and national awareness. This successful best practice has increased staff understanding of LVB and helped define strategies to address LVB. The unit along with leadership has made a commitment to improve communication, take action against LVB and perform ongoing reassessments.