

**AN INTEGRATIVE RESEARCH REVIEW OF THE IMPACT OF BYSTANDER TRAINING
ON VIOLENCE FOR UTILIZATION IN NURSING**

Team Leaders: Christine Tomes MSN RN CPAN, Barbara David MSN RN CPAN CPN,
Betsy Akin MSN RN, Stephanie Reeves MSN RN, Susan Spencer MSN RN
Vanderbilt University Medical Center, Nashville, Tennessee
Team Members: Connie Cupples RN PhD, Zoila Sanchez RN PhD

Background Information: Joint Commission has required leadership to have a code of conduct and a process in place for managing lateral violence. The first step in breaking the cycle of “bullying is for individuals to understand the place of bystander non-intervention in escalating unacceptable and hostile behaviors”.

Objectives of Project: The purpose of this project is to evaluate the effectiveness of bystander intervention and training on violence, and determine whether the Green Dot bystander intervention program could be effective in reducing lateral violence in nursing.

Process of Implementation: A literature search of multiple databases was conducted. Included were studies that addressed bystander intervention and training, any race or gender, all types of violence that address bystander intervention or training effects, and Experimental Research Design Studies.

Statement of Successful Practice: Bystanders education resulted in a significant increase in a sense of responsibility for helping and when contribution was seen as necessary. Overcoming barriers of failure to take intervention responsibility and intervene may be overcome by increasing the importance of bystander intervention norms. Those who received Green Dot education had significantly higher self-reported active and observed bystander behaviors when compared with individuals receiving no intervention.

Implications for Advancing the Practice of Perianesthesia Nursing: The bystander effect has been studied in-depth with multiple interventions utilized in large sample populations. Bystander intervention and training has been shown effective in multiple areas of violence. Previous focus has been on the victim of lateral violence not the bystander. Bystander training has been shown to be effective in other areas of violence. The Green Dot bystander intervention program could be an effective means of addressing lateral violence and thus improving the work environment for staff and the safety of their patients.