

**IMPLEMENTATION OF GREEN DOTS:
A BYSTANDER INITIATIVE TO PREVENT WORKPLACE VIOLENCE**

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Background: Lateral violence in nursing, including bullying and incivility, has been well documented (Duffy et al., 1995). The focus of many interventions has been on how the victim can neutralize the impact of the violence. These have fallen short of developing a positive work environment. Green Dots offers a teachable skillset for previously inactive bystanders. Based on thirty years of evidence based research, psychologist Dr. Dorothy Edwards developed the Green Dots model to address potentially violent behavior using an effective bystander intervention.

Objectives: A 2012 nursing survey identified 12.6% of all workplace violence as co-worker violence. Staff nurses and leadership were asking for education and skills to improve their management of workplace violence, and to prevent any impact on patient care.

Process of implementation: Staff were introduced to the basic components of Green Dots in an informational overview. Information was placed on the Nursing Wellness website under a new tab, Workplace Violence. Individual staff members, who self-identified their own interest in promoting bystander training, received further skills training and education.

Statement of Successful Practice: Leadership has promoted Green Dots on the peri-anesthesia units. Previously inactive, nurses have begun to feel empowered to direct, distract or delegate, when witnessing lateral violence.

Implications for Peri-anesthesia Nursing: Lateral violence prevention in the workplace is a professional goal based on outcomes for improvement in work satisfaction and patient safety ("The Imperative to Improve," 2011, RWJ, para. 8). By enabling staff, Green Dots bystander training can positively impact the environment's culture and patient outcomes.