# DOCUMENTING PAS' EXPERIENCE WITH WORKPLACE VIOLENCE & BIAS

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# INTRODUCTION

In 2018, healthcare workers accounted for 73% of all nonfatal workplace injuries and illnesses related to violence.

While organizations believe it is imperative to ensure patient and staff safety in hospitals, to date no research illustrates the violence and bias PAs experience.

#### METHODS & ANALYSIS

#### Method

- 2022 AAPA Salary Survey with 11,739 PA respondents
- 2,269 agreed to answer additional questions (21.6% Module Response Rate)

#### Analysis

 Regressions and descriptive statistics calculated with IBM SPSS v29

### FINDINGS 31.9%

of PAs are threatened with harm by patients at least once a year.

## 6.1%

of PAs are physically harmed by patients at least once a year.



PAs working in emergency medicine had higher odds of experiencing threats and physical violence.

Non-verbal

disrespect

Epithets, hate

speech, and/or

slurs

Confusing you w/

others of same

ethnicity/race

Assertive

inquiries into

ethnic origins

Stereotyping

about others w/

similar traits



PAs who were female, URM, first generation U.S., born outside of the U.S., and/or had less experience had the highest odds of experiencing many forms of bias.



1.3 higher odds: Female

1.0 lower odds: Each year of exp.

1.0 lower odds: Each year of exp.

5.6 higher odds: First gen. U.S.

1.0 lower odds: Each year of exp.

10.5 higher odds: First gen. U.S.

6.7 higher odds: Born outside U.S.

1.0 lower odds: Each year of exp.

2.2 higher odds: First gen. U.S.

1.0 lower odds: Each year of exp.

2.5 higher odds: SOGI.

3.0 higher odds: Born outside U.S.

0.6 lower odds: First gen. U.S.

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1.7 higher odds: Mental health disability Request to change to another clinician 1.7 higher odds: Female Explicit 1.7 higher odds: Female refusal/rejection 1.4 higher odds: URMMed of care 1.0 lower odds: Each year of exp. 2.3 higher odds: Female Questioning 0.9 lower odds: Each year of exp. credentials/ 0.6 lower odds: Born outside U.S. ability 3.2 higher odds: Female **Overt Sexual** advances/sexual 1.0 lower odds: Each year of exp. harrassment 0.6 lower odds: No D.E.I. traits Comments or 5.7 higher odds: Female compliments that 1.0 lower odds: Each year of exp. belittle

Higher Odds of Experiencing Bias



PAs who did not identify with any D.E.I. group, were male, and had more experience were the least likely to experience patient bias.

## **OBJECTIVES**

(1) To document PAs experiences with workplace violence and bias in 2022.

(2) Help promote discussion on the prevalence of violence and microaggression in the workplace.

## CONCLUSION

PAs experience workplace violence and biases from patients.

More research is needed to understand the intersectionality of personal characteristics that put PAs at higher or lower risk.