

## **Management of student Harassment/Bullying during clinical placement using a 360 degree approach**

Bullying is considered a major public health issue by the World Health Organization and historically nursing has been littered with episodes of bullying and harassment. Many major healthcare changes have occurred and impacted on nursing in the last century such as increased technology, knowledge and scope of practice. Unfortunately the disappearance of a culture of harassment and bullying is one change that hasn't occurred and continues in nursing today across the globe; nurses bully other nurses and nursing students.

Undergraduate and postgraduate nursing students' spend a substantial amount of time in clinical placements at health care facilities and therefore are at risk of witnessing or experiencing bullying behaviour. The issue for universities is how to decrease the risk of nursing students being exposed to bullying in the health care facilities and if identified how these situations are effectively managed.

In this presentation the authors will describe a clinical placement risk management strategy to facilitate a safe environment for nursing students. Irrespective of how a claim of harassment or bullying comes to light, the situation must be approached without prejudice and with sensitivity. An accessible process must be made available to the student and others directly impacted by the allegation. Such a process must ensure a comprehensive assessment of the events that resulted in the student feeling harassed or bullied. To this end, we will describe and discuss "The 360 Degree Model". Advantages and disadvantages of the 360 degree model are outlined and a worked example of the experience of bullying will be used to demonstrate the model in practice.

By empowering the students to report unacceptable workplace behaviours, students and universities have the ability to change the future culture of nursing.