



面臨嚴重無聲無息地人員流失，我們深信--職場沒有人有霸凌他人的權利，更沒有人有被霸凌的宿命；所以反霸凌先從護理人自覺、勇於改善做起，聯手跨團隊，維護反霸凌的文化，還給單位一個健康組織文化。



圖一 中山醫學大學附設醫院護理部 2019 年力推動反霸凌活動

### 參考資料

1. 蔡曉婷、宋雅文、鄒理萍、黃夢婷、黃敏瑢和邱啟潤(2011)・護理職場霸凌因應方式，護理雜誌，58(4)，87-92。
2. Baek, H., & Trinkoff, A. M. (2022). Bullying experience and the work environment in nurses: A cross-sectional data analysis. *Journal of Nursing Management*, 30(6), 1861-1868.
3. International Council on Nurses. (2017). Prevention and management of workplace violence. Retrieved from [https://www.icn.ch/sites/default/files/inline-files/PS\\_C\\_Prevention\\_mgmt\\_workplace\\_violence\\_0.Pdf](https://www.icn.ch/sites/default/files/inline-files/PS_C_Prevention_mgmt_workplace_violence_0.Pdf)
4. Kang, H., & Han, K. (2021). Moderating effects of structural empowerment and resilience in the relationship between nurses' workplace bullying and work outcomes: A cross-sectional correlational study. *International journal of environmental research and public health*, 18(4), 1431.
5. Wakefield, M., Williams, D. R., & le Menestrel, S. (2021). The future of nursing 2020-2030: Charting a path to achieve health equity. National Academy of Sciences. <https://doi.org/10.17226/25982>