

Research Invitation – Lateral Violence

Dear ORNAC Members,

The Operating Room Nurses Association of Canada (ORNAC) is pleased to share an invitation to participate in a research study being undertaken by Dr. Eli Ahlquist, North West College that explores perioperative nurses' experiences with lateral violence or workplace incivility and how these experiences relate to individuals' continuing professional development (CPD) activities.

The purpose of this study is to gain a deeper understanding of how workplace interactions and culture may influence perioperative nurses' engagement in professional learning and development. Insights from this research will help inform strategies to strengthen supportive practice environments and enhance professional growth opportunities within perioperative settings.

Participation involves a single, one-hour confidential interview conducted via Zoom at a time convenient to you. With your consent, interviews will be audio-recorded for accuracy, transcribed, and de-identified. Participation is entirely voluntary, and you may withdraw from the study at any time without consequence.

To be eligible for participation, individuals must:

- Have a minimum of one year of perioperative nursing experience;
- Have pursued or are currently pursuing advanced education (e.g., BN to MN, graduate certificates, leadership courses) or other CPD activities; and
- Have personally experienced lateral violence, bullying, or workplace incivility connected to these activities.
 - Examples may include, but are not limited to:
 - Gossip, sarcasm, or belittling remarks directed toward you
 - Constructive feedback being intentionally withheld
 - Being ignored or excluded from discussions or decision-making
 - Instruments, supplies, or assistance being withheld during surgery
 - Your competence being questioned in front of surgeons or anesthesia staff
 - Passive-aggressive behaviours directed at you (e.g. eye-rolling)
 - Being excluded from email communication or scheduling updates
 - Negative comments about you shared online

If you meet these criteria and are interested in participating, or would like additional information about the study, you are encouraged to contact the researcher as follows:

Dr. Eli Ahlquist, RN
President & CEO
North West College
Email: eli.ahlquist@northwestcollege.ca

This study has received approval from the University of Saskatchewan Behavioural Research Ethics Board (6256).

ORNAC thanks you for considering this invitation and for supporting research that advances perioperative nursing practice, continuing professional development, and healthy workplace cultures.

Sincerely,
Operating Room Nurses Association of Canada (ORNAC)