

**Conflict of Interest**  
**Preventing Violence, Harassment and Bullying Against Health Workers, Second Edition BPG**

**Note: Panel members made declarations of conflict of interest on three occasions during the BPG development process: (1) upon recruitment; (2) at recommendation development; and (3) prior to publication**

Name and Title	BPG Panel Role	Conflict(s) of Interest Declared (Y/N)	Type of Conflict of Interest Declared				Details of Conflict of Interest	Management Strategy
			Financial	Intellectual	Personal	Other		
<b>Gordon Gillespie</b> PhD, DNP, RN, CEN, CNE, CPEN, PHCNS- BC, FAEN, FAAN	Expert panel co-chair	Yes		✓			Over 30 peer-reviewed publications focused on workplace violence, some of which are cited in the systematic reviews of the current BPG.	- Open disclosure; - No efforts made to influence the use of or quality appraisal of the included articles; - Did not vote on the direction and/or strength of the recommendations.
<b>Henrietta Van hulle</b> RN, BN, MHSM, COHN(C), CRSP, CDMP	Expert panel co-chair	Yes	✓	✓			- PSHSA provides education and training on the topic of workplace violence and harassment prevention, and receives monetary compensation for it - PSHSA has Violence Assessment Tool undergoing validity and inter-rater reliability testing	- Full disclosure; - PSHSA is not the researcher on the project conducting validity and inter-rater reliability testing for the Violence Assessment Tool, and will not receive monetary compensation for it; - Did not vote on the strength and/or direction of the recommendations.
<b>Jamie Amaral</b> RN, BScN	Expert panel member	No					N/A	N/A
<b>Irene Andress</b> RN, MSN	Expert panel member	No					N/A	N/A

<b>Andrew Aris</b> Director, Security & Safety	Expert panel member	No					N/A	N/A
<b>Nader Boutros</b> CHRL	Expert panel member	No					N/A	N/A
<b>Kimberley Brophy</b> RN, MN	Expert panel member	No					N/A	N/A
<b>Laurie Brown</b> RN	Expert panel member	No					N/A	N/A
<b>Chris Clement</b> RN, BScN, MA	Expert panel member	No					N/A	N/A
<b>Nicole A. Gibson</b> RN, BN, MN Student	Expert panel member	No					N/A	N/A
<b>Charis Kelly</b> RN(EC), MN, NP- Pediatrics	Expert panel member	No					N/A	N/A
<b>Sarah Kipping</b> RN, MSN, CPMHN(C)	Expert panel member	No					N/A	N/A
<b>Metzie Lacroxi</b> RN, BHA, GNC(C)	Expert panel member	No					N/A	N/A
<b>Amanda Ottley</b> RN, BA, BScN, MN	Expert panel member	No					N/A	N/A