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| **Supplemental Table.** Characteristics of Questionnaire Respondents and Patient Adverse Events | | | |
| Questionnaire respondents (n= 432 nurses) | | |
| Age, years, mean (SD) | 44.38 (12.16) | |
| Number of years as a nurse, mean (SD) | 17.16 (11.89) | |
| Gender, n (%) |  | |
| Male | 21 (6.5) | |
| Female | 299 (92.9) | |
| Other | 2 (0.6) | |
| Highest nursing degree completed, n (%) |  | |
| None or Associates degree | 104 (30.8) | |
| Bachelor’s degree | 190 (56.2) | |
| Masters and higher | 44 (13.0) | |
| Employed in a management position, n (%) |  | |
| Yes | 38 (11.4) | |
| No | 296 (88.6) | |
| Have you been bullied at your current workplace in the last 6 months? n (%) |  | |
| Yes | 139 (36.9) | |
| No | 238 (63.1) | |
| Have you witnessed someone else being bullied at your workplace in the last 6 months? n (%) |  | |
| Yes | 191 (51.5) | |
| No | 180 (48.5) | |
| Patient adverse events at hospital unit level | |  |
| NDNQI patient adverse events (no. of units) | | Mean (Range)  Q4 2016 & Q1 2017 |
| Falls per 1000 patient days (n = 18) | | 3.03 (0 – 14.56) |
| CLABSI per 1000-line days (n = 16) | | 0.84 (0 – 2.86) |
| CAUTI per 1000-line days (n = 17) | | 0.52 (0 – 2.91) |
| Unit-acquired pressure ulcers (n = 12) | | 1.37 (0 – 6.91) |
| VAEs per 1000 ventilator days (n = 5) | | 5.38 (0 – 11.77) |
| NDNQI = National database of nursing quality indicators; CLABSI = Central-line-associated blood stream infections; CAUTI = Catheter-associated urinary tract infections; VAEs=Ventilator-associated events | | |