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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  |