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## VIOLENCE AGAINST HEALTHCARE WORKERS BEFORE AND AFTER COVID-19

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### ABSTRACT

The COVID-19 pandemic has profoundly impacted healthcare professionals, exacerbating workplace violence and emotional strain. Medical staff, particularly those in hospital settings, faced excessive workloads, emotional distress, and heightened exposure to the virus. This article examines violence against healthcare workers, highlighting its psychological and physical repercussions, including workplace-related anxiety and its broader impact on overall well-being.

Violence against medical personnel manifests in physical assaults, emotional exhaustion, depersonalization, and reduced personal accomplishment. The high-stress nature of healthcare predisposes workers to chronic stress, a condition further intensified by the pandemic. Studies indicate that a significant proportion of frontline workers exposed to violence report symptoms of depression, anxiety, and post-traumatic stress disorder. These long-term consequences not only harm individual well-being but also impair patient care and the functionality of the healthcare system.

This article explores the prevalence and dynamics of violence against healthcare workers before and after the pandemic. It underscores the need for organizational reforms, including psychological support programs, mindfulness-based interventions, and the promotion of work-life balance. Evidence suggests that psychological interventions and a socially supportive approach can reduce stress and enhance resilience. Additionally, systemic strategies, such as workload adjustments, institutional backing, and leadership development, are crucial for mitigating workplace violence. Several healthcare systems have introduced policies to safeguard medical staff mental health, reinforcing the importance of structured support mechanisms.

Furthermore, the article addresses the anxiety caused by workplace violence across different periods, emphasizing the need for targeted psychological support. Healthcare professionals remain particularly vulnerable due to the nature of clinical work, necessitating violence-informed organizational strategies.

In conclusion, while the pandemic revealed vulnerabilities in healthcare systems and the mental health risks faced by medical staff, it also highlighted opportunities for systemic reform. Strengthening psychological support, implementing robust organizational strategies, and fostering a resilient healthcare workforce are essential steps toward reducing workplace violence and ensuring the long-term well-being of medical professionals.

**KEYWORDS:** violence, healthcare workers, COVID-19, psychological violence, physical violence, workplace, healthcare systems.

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