

3. PROMOTING NURSES' HEALTH AND WELL-BEING

3.5 Employers, including nurse leaders, should create mechanisms, including organizational policy and regulations, to protect nurses from retaliation when advocating on behalf of themselves and their patients and when reporting unsafe working conditions, biases, discrimination, and injustice.

1. Key Strategic Stakeholders

Nursing

American Nurses Association (ANA); American Organization for Nursing Leadership (AONL) and state level leadership organizations; diverse nursing and other healthcare representative organizations or associations; The Joint Commission

Healthcare

American Hospital Association (AHA) and state level associations

Federal Government

US Department of Health and Human Services (DHHS) and state, tribal and territories counter parts; Occupational Safety and Health Administration (OSHA)

2. Top 3-5 Actions for 2021

- A. Ensure all stakeholders include diverse representation to address this issue
- B. Scan literature and lead employers (more than 10,000 nurses) and their boards to identify policies that reflect best practices to define retaliation and advocacy
- C. Assess the environment and plan for development of a white paper with model policy template
- D. Develop draft accountability measures to identify and track data

3. Top 3-5 Actions for 2022

- A. Analysis of existing policies to identify gaps
- B. Draft white paper of best practices in model policies
- C. Expand engagement of stakeholders around accountability metrics
- D. Development of communication plan/strategy.
- E. Benchmarking

4. Success Indicators

- Universal Adoption of identified model policy
- Reduction of reported retaliation events