



ANNA Urges Congress to Pass The Workplace Violence Prevention for Health Care and Social Service Workers Act (H.R. 2663 and S. 1176)

The American Nephrology Nurses Association (ANNA) is a nonprofit organization with a membership of more than 6,000 registered nurses and other health care professionals at all levels of practice. ANNA members work in settings such as chronic kidney disease management, peritoneal dialysis, hemodialysis, continuous renal replacement therapy, transplantation, industry, and government and regulatory agencies.

According to the Bureau of Labor Statistics, health care and social service workers accounted for 76% of all nonfatal injuries from workplace violence in 2020. The *Workplace Violence Prevention for Health Care and Social Service Workers Act* requires the Department of Labor (DOL) to address workplace violence in health care, social service, and the agency must issue an interim occupational safety and health standard that requires certain employers to take actions to protect workers from workplace violence.

The Workplace Violence Prevention for Health Care and Social Service Workers Act

The bipartisan and bicameral legislation was introduced by Senator Tammy Baldwin (D-WI) and Representative Joe Courtney (D-CT-02) on April 18, 2023. The legislation would protect health care workers by doing the following:

- The workplace violence prevention standard would be based on the Guidelines for Preventing Workplace Violence for Healthcare and Social Service Workers published by the Occupational Safety and Health Administration (OSHA) in 2015.
- The plan would be developed with participation from direct care employees and employee representatives. It would also be tailored and specific to conditions and hazards, including patient-specific risk factors, and risk factors specific to each work area or unit.
- After a workplace violence incident, risk, or hazard of which an employer has knowledge is identified, the employer shall conduct an investigation of such incident, risk, or hazard. Employers would provide training and education to employees who may be exposed to workplace violence hazards and risks.
- The bill defines workplace violence as the threat, or use of, physical force against an employee that results in, or has a high likelihood of resulting in, injury, psychological trauma, or stress. It also defines the threat of violence as fear for one's safety because there is a reasonable possibility an individual might be physically injured.

Recommendation: ANNA urges Congress to pass the *Workplace Violence Prevention for Health Care and Social Service Workers Act* (H.R. 2663 and S. 1176).