

## ANTI-RETALIATION NOTICE

Oregon Nurse Staffing Law: SB 469

AUGUST 2016

As stated in SB 469, Oregon's Nurse Staffing Law, retaliation against a nursing staff member is prohibited for disclosure about a hospital activity, policy, or practice in violation of a law or professional standards of practice that may pose a risk to the health, safety, or welfare of a patient or the public. This notice summarizes the provisions of ORS 441.181, 441.183, 441.184 and 441.192 and is posted for hospital nursing staff as required by the statute.

### *441.181: Retaliation for disclosure is prohibited*

A hospital may not take retaliatory action against a nursing staff member because the nursing staff:

- (a) Discloses, reports or provides information about an activity, policy, or practice in violation of a law or professional standards of practice
- (b) Objects to or refuses to participate in an activity, policy, or practice in violation of a law or professional standards of practice
- (c) Participates in a committee or peer review process or files a report or complaint that discusses allegations of unsafe, dangerous or potentially dangerous care

If a nursing staff member is concerned about any hospital activity, policy, or practice in violation of a law or professional standards of practice that may pose a risk to the health, safety, or welfare of a patient or the public, the nurse is requested to provide notice to a hospital manager (or other reporting structure as defined by hospital policy) to provide the manager a reasonable opportunity for correction. If the nursing staff member is reasonably