

Memorandum in Support

S1893 (Senator Sanders)/A3482 (Assemblymember Bronson) Establishes a civil cause of action for employees who are subjected to an abusive work environment

American Nurses Association - New York (ANA-NY), on behalf of its members and their patients, **strongly supports** the passage of S1893/A3482, which would establish a civil cause of action for employees who are subject to an abusive work environment.

ANA-NY is a professional nursing organization representing the interests of New York State's 260,000 registered nurses. ANA-NY advances the nursing profession by fostering high standards of nursing care, supporting the professional and educational advancement of nurses, and promoting the welfare of nurses so that all people may have better health care.

Employers in New York must create a safe and healthy work environment for their employees. While current law requires employers to ensure workplaces are free from safety and health hazards, workplace violence, sexual harassment and other dangers, there is a gap in these laws as protection from workplace bullying is not specifically covered.

ANA-NY has long held that registered nurses and employers must work together to create and sustain a culture of respect, free of incivility, bullying and workplace violence. Registered nurses and employers across the healthcare continuum, including academia, have an ethical, moral, and legal responsibility to create a healthy and safe work environment for registered nurses and all members of the health care team, health care consumers, families, and communities.

The nursing profession will not tolerate violence or bullying of any kind from any source. All registered nurses in all settings, including practice, academia, and research must know that they can do their work in a safe space that fosters a culture of respect, free of incivility, bullying, and workplace violence. Registered nurses who are subject to workplace bullying experience serious harm including feelings of shame and humiliation, stress, loss of sleep, severe anxiety, depression, post-traumatic stress disorder, reduced immunity to infection, stress related gastrointestinal disorders, hypertension, and pathophysiologic changes that increase the risk of cardiovascular disease.

This legislation will address the oversight in current law and allow legal redress for employees who have been harmed psychologically, physically, or economically, and it will provide legal incentives for employers to prevent and respond to mistreatment of employees at work. For these reasons, ANA-NY **strongly supports** the passage of S1893 (Senator Sanders)/A3482 (Assemblymember Bronson).