

Nursing Civility Proclamation

Tri-Council for Nursing

WHEREAS, the public views nurses as the most ethical and honest profession in the United States.

WHEREAS, overt and covert acts of incivility, disrespect, bullying, and other toxic emotional behaviors have a negative effect on nurses and others including burnout, fatigue, depression, panic attacks, substance abuse, moral distress, among other physiological effects.

WHEREAS, toxic emotional behaviors have a negative effect on organizations including employee engagement and patient satisfaction, clinical quality and patient safety, nursing turnover, and can exacerbate the nursing shortage.

WHEREAS, toxic emotional behaviors contribute to poor communication and teamwork, a leading cause in preventable harm in those who entrust their lives to nurses and other healthcare professionals to care for them.

WHEREAS, nurses are ethically obligated to care for each other and those we provide care to with civility regardless of race, ethnicity, socio-economic status, gender, physical ability, religious affiliation, language, sexual orientation, age, political orientation, veteran status, occupational status, geographical location and any other cultural diversities.

NOW, THEREFORE, be it resolved that we, the Tri-Council for Nursing, do hereby proclaim that Nursing Civility is to be practiced throughout the United States of America to establish healthy work environments that embraces and values cultural diversity, inclusivity, and equity.

We, the Tri-Council for Nursing call upon all nurses to recognize Nursing Civility and take steps to systematically reduce all acts of incivility in their professional practice, workplace environments, and in our communities

American Association of Colleges of Nursing (AACN)

American Nurses Association (ANA)

American Organization of Nurse Executives (AONE)

National League for Nursing (NLN)

Nursing Civility Proclamation Resources

AMERICAN ASSOCIATION OF COLLEGES OF NURSING

Code of Ethics:

- Standards of Conduct (<http://www.aacnnursing.org/Portals/42/CNL/CNL-Standards-of-Conduct.pdf>)
- Core Competencies for Interprofessional Collaborative Practice (<http://www.aacnnursing.org/Portals/42/AcademicNursing/CurriculumGuidelines/IPEC-Core-Competencies-2016.pdf>)

Workplace Violence:

- Violence as a Public Health Problem (<http://www.aacnnursing.org/News-Information/Position-Statements-White-Papers/Violence-Problem>)

AMERICAN NURSES ASSOCIATION

Code of Ethics:

- Code of Ethics webpage with documents/links (<http://www.nursingworld.org/codeofethics>)
 - Code of Ethics: An Overview
 - Code of Ethics for Nurses with Interpretive Statements)
 - The Nursing Code of Ethics: Its Value, Its History
 - Foundational and Supplemental Documents
 - About the Code
 - The New ‘Code of Ethics for Nurses With Interpretive Statements’ (2015): Practical Clinical Application, Part I
 - The Code of Ethics for Nurses Practical Clinical Application Part II
- Ethics Topics and Articles webpage (<http://www.nursingworld.org/MainMenuCategories/EthicsStandards/Resources>)
 - Human Trafficking
 - Nurses at the Table: Nursing, Ethics, and Health Policy external site
 - Leading from the Middle for Ethical Climate and Safety
 - Patient Safety: The Ethical Imperative
 - Social Media: Managing the Ethical Issues

- Whistleblowers: Troublemakers or Virtuous Nurses?
- Whistleblowing: Role of Organizational Culture in Prevention and Management
- Conscientious Objection in Nursing: Definition and Criteria for Acceptance -
May-June 2014 • Med-Surg Nursing
- Force-feeding of Detainees at Guantanamo Bay
- Ethical Challenges in the Era of Health Care Reform
- Applying the Ethics of Care to Your Nursing Practice
- Short Ethics Definitions
- Innovations for Building Cultural and Linguistic Competence (on the AHRQ website)
- Bioethics/Biodefense
- Caregiving
- Government Agencies
- Health Care Ethics
- Spiritual and Religious Issues
- Ethical Issues in the Disruptive Behaviors of Incivility, Bullying, and Horizontal/Lateral Violence
- Ethics: Relationship of the ANA Code of Ethics to Nurses' Collaborative Efforts
(<http://www.nursingworld.org/MainMenuCategories/ANAMarketplace/ANAPeriodicals/OJIN/Columns/Ethics/CodeofEthicsRelationship.html>)
- Latest ANA CE: Applying ANA's Code of Ethics to Everyday Practice
(<http://www.nursingworld.org/HomepageCategory/NursingInsider/Archive-1/2011-NI/Sept11-NI/Ethics-Latest-ANA-CE.html>)

Workplace Violence:

- Workplace violence webpage:
(<http://www.nursingworld.org/MainMenuCategories/Policy-Advocacy/State/Legislative-Agenda-Reports/State-WorkplaceViolence>)
- Incivility, Bullying, & Workplace Violence webpage with links to other documents
(<http://www.nursingworld.org/MainMenuCategories/Policy-Advocacy/State/Legislative-Agenda-Reports/State-WorkplaceViolence/Incivility-Bullying-and-Workplace-Violence.html>)

- The Hard Truth: Bullying and Workplace Violence in Health Care
- Incivility, Bullying, and Workplace Violence ANA Position Statement
- ANA Sets ‘Zero Tolerance’ Policy for Workplace Violence, Bullying
- Downloadable Graphics: Preventing Bullying and Civility Best Practices
- Bullying in the Workplace: Reversing a Culture
- Tip Cards: Bullying in the Workplace
- Book: Not Part of the Job: How to Take a Stand Against Violence in the Work Setting
- Webinar: Diversity Matters: Create an Inclusive Nursing Culture that Leads to Better Outcomes
- 2011 ANA Health and Safety Survey
- ANA's Principles for Nurse Staffing, 2nd Edition
- Addressing Nurse Fatigue to Promote Safety and Health: Joint Responsibilities of Registered Nurses and Employers to Reduce Risks
- Just Culture
- OSHA Safe + Sound Resources Factsheet
- OSHA’s Worker Safety in Hospitals website
- CDC Workplace Violence Prevention for Nurses Course
- Emergency Nurses Association’s Workplace Violence Toolkit
- AACN Standards for Establishing and Sustaining Healthy Work Environments
- AHRQ’s TeamSTEPPS website
- APNA Position Statement: Workplace Violence
- The Violence Prevention in Healthcare Facilities Act
[\(http://www.nursingworld.org/MainMenuCategories/Policy-Advocacy/State/Legislative-Agenda-Reports/State-WorkplaceViolence/ModelWorkplaceViolenceBill.pdf\)](http://www.nursingworld.org/MainMenuCategories/Policy-Advocacy/State/Legislative-Agenda-Reports/State-WorkplaceViolence/ModelWorkplaceViolenceBill.pdf)

Civility:

- Civility: Conversations to Inspire and Promote a More Civil Workplace
[\(https://learn.ana-nursingknowledge.org/products/Civility-Conversations-to-Inspire-and-Promote-a-More-Civil-Workplace\)](https://learn.ana-nursingknowledge.org/products/Civility-Conversations-to-Inspire-and-Promote-a-More-Civil-Workplace)

- Taking a Stand: Creating an Incivility-Free Nursing Environment (<http://www.nursingworld.org/HomepageCategory/NursingInsider/Archive-1/2015-NI/July15-NI/Taking-a-Stand-Creating-an-Incivility-Free-Nursing-Environment.html>)
- Link to PACERS Civility Tool-Kit: (<http://stopbullyingtoolkit.org/>)

AMERICAN ORGANIZATION OF NURSE EXECUTIVES

Code of Ethics:

- AONE Guiding Principles for Excellence in Nurse/Physician Relationships (<http://www.aone.org/resources/excellence-nurse-physician-relationships.pdf>)
- AONE Guiding Principles for the Role of the Nurse in Future Patient Care Delivery (<http://www.aone.org/resources/role-nurse-future-patient-care.pdf>)
- Nurse Manager Skills Inventory (<http://www.aone.org/resources/nurse-manager-skills-inventory.pdf>)
- Nurse Executive Competencies: (<http://www.aone.org/resources/nec.pdf>)
- Policy Statement on Foreign Nurse Recruitment (<http://www.aone.org/resources/foreign-nurse-recruitment.pdf>)
- AONE Regulations ([http://www.aone.org/docs/About/2014 Approved Regulations.pdf](http://www.aone.org/docs/About/2014%20Approved%20Regulations.pdf))

Workplace Violence:

- AONE Guiding Principles Mitigating Violence in the Workplace (<http://www.aone.org/resources/mitigating-workplace-violence.pdf>)
- AONE / ENA Toolkit for Mitigating Violence in the Workplace (http://www.aone.org/resources/final_toolkit.pdf)
- Workplace Violence – Preventing Violence in the health Care Community webpage with webinar downloads (<http://www.aone.org/initiatives/workplace-violence.shtml>)
 - AONE Hospitals against violence webinar: Reducing Healthcare Violence by Innovative Training and Valuable Partnerships
 - AONE Webinar Recording: Mitigating Violence in the Workplace
 - Preventing Violence in the Hospital and Community
- AONE's Link to AHA's Hospital Against Violence Page (<http://www.aha.org/advocacy-issues/violence/index.shtml>)

- AONE's link to H&HN's article: Violence in the Hospital: Preventing Assaults Using a Clinical Approach (<http://www.hhnmag.com/articles/8306-violence-in-the-hospital-preventing-assaults-using-a-clinical-approach>)
- AONE's link to H&HN's article: Confronting Nurse Burnout, Workplace Violence, and the Nursing Shortage (<http://www.hhnmag.com/articles/7965-confronting-nurse-burnout-workplace-violence-and-the-nursing-shortage>)
- AONE's link to H&HN's article: Addressing Violence in the Healthcare Workplace (<http://www.hhnmag.com/articles/3365-addressing-violence-in-the-health-care-workplace>)
- AONE's link to ISHN's article: Cal. Moves ahead with a workplace violence standard for healthcare industry (<http://www.ishn.com/articles/102888-cal-moves-ahead-with-a-workplace-violence-standard-for-healthcare-industry>)
- Webinar: Reducing Health care Violence by Innovative Training and Valuable Partnerships (<http://www.aone.org/resources/Reducing-Health-care-Violence-by-Innovative-Training-and-Valuable-Partnerships>)

NATIONAL LEAGUE FOR NURSING (NLN)

- NLN's Core Values, <http://www.nln.org/about/core-values>
- Healthful Work Environment, <http://www.nln.org/professional-development-programs/teaching-resources/toolkits/healthful-work-environment>
- A Vision for Expanding US Nursing Education for Global Health Engagement: A Living Document from the National League for Nursing, <http://www.nln.org/docs/default-source/about/nln-vision-series-%28position-statements%29/vision-statement-a-vision-for-expanding-us-nursing-education.pdf?sfvrsn=6>
- Interprofessional Collaboration in Education and Practice: A Living Document from the National League for Nursing, <http://www.nln.org/docs/default-source/default-document-library/ipe-ipp-vision.pdf?sfvrsn=14>
- A Vision for Recognition of the Role of Licensed Practical/Vocational Nurses in Advancing the Nation's Health, <http://www.nln.org/docs/default-source/default-document-library/nln-practical-nursing-framework-guidelines-final.pdf?sfvrsn=0>

- NLN Practical/Vocational Nursing Curriculum Framework: Guiding Principles,
<http://www.nln.org/docs/default-source/default-document-library/nln-practical-nursing-framework-guidelines-final.pdf?sfvrsn=0>
- Practical/Vocational Program Outcome: Human Flourishing, Professional Identity
 - <http://www.nln.org/docs/default-source/default-document-library/human-flourishing-final.pdf?sfvrsn=0>
 - <http://www.nln.org/docs/default-source/default-document-library/professional-identity-final.pdf?sfvrsn=0>