



**ANNA**  
American Nephrology  
Nurses Association

## **The Workplace Violence Prevention for Health Care and Social Service Workers Act (S. 1232 and H.R. 2531)**

The American Nephrology Nurses Association (ANNA) is a nonprofit organization representing registered nurses and other healthcare 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/regulatory agencies.

### **Background on the Issue**

According to the Bureau of Labor Statistics, health care and social service workers are five times more likely to suffer a workplace violence injury than workers in other industries. The lack of an enforceable, comprehensive federal violence prevention standard leaves health care and social services workers vulnerable and creates inconsistencies from workplace to workplace. To protect health care workers from preventable violence federal legislation is needed to ensure those that care for us have the protections they need and deserve.

### **Overview of the Legislation**

The bipartisan and bicameral *Workplace Violence Prevention for Health Care and Social Service Workers Act* was reintroduced by Senator Tammy Baldwin (D-WI) and Representative Joe Courtney (D-CT-02) on April 1, 2025. The legislation would do the following:

- Requires the Occupational Safety and Health Administration (OSHA) to create a federal workplace violence prevention standard that would mandate covered employers to develop comprehensive workplace violence prevention plan.
- Compels employers to create, implement, and maintain workplace violence prevention plans that reflect employee input and are tailored to workplace-specific hazards.
- Ensures that employers investigate workplace violence incidents, risks, or hazards promptly and thoroughly document any incidents.
- Provided an expansive definition of workplace violence as physical force or threats that cause injury, trauma, or stress, and includes fear of injury as a form of threat.
- Strengthens training and education on workplace violence hazards and risks.

**Recommendation:** ANNA encourages Members of Congress to cosponsor the *Workplace Violence Prevention for Health Care and Social Service Workers Act* (S. 1232 and H.R. 2531).