

AONL Healthy Work Environment Committee

Charter



Develop, promote and implement comprehensive evidence-based strategies for leaders to address workplace incivility and bullying. Provide actionable tools, training, and resources to guide practice. Champion policies and practices that prevent and eradicate workplace incivility and bullying. Monitor and evaluate the effectiveness of implemented strategies and policies to ensure continuous improvement.

AONL Strategic Alignment

Priority	Objective
Lead, Inspire, and Support the Health Care Workforce	Equip leaders to build psychologically and physically safe and healthy practice environments
Eliminating Disparities in Healthcare Outcomes: Ensure safety is foundational for all practice environments and health care settings.	
Innovation: Curiosity and learning from national experts to cultivate best practices across the industry.	
Technology: Leverage technology to use data in measuring determined KPIs.	



Stakeholders

- AONL members
- AONL staff
- AHA’s Hospitals Against Violence
- APRNs and RNs across the continuum
- Industry Partners



Meeting Cadence

- The Healthy Work Environment Committee meets virtually on the 3rd Wednesday of each month @ 4:30 PM EST, ~10 times yearly.
- Additional business is conducted through email as needed.



Key Milestones – Core Competencies

Deliverable	Target Date
Literature search on best practices leading healthy work environments, addressing workplace incivility and bullying	3/1/2026
Obtain and synthesize the best practices within the committee from respective organizations/settings	5/15/2026
Develop Guiding Principles and Toolkit on HWEs, addressing Incivility and Bullying	9/15/2026
Finalize the toolkit for publication to AONL members	10/15/2026
Create and execute a dissemination plan for the toolkit including publications, webinars, podcasts	11/15/2026