

## Healthy Work Environment Charter | 2026

### 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:

Lead, Inspire and Support the Healthcare Workforce

#### Objectives:

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.

### Deliverables



| Deliverable                                                                                                           | Target Date | Completion Date |
|-----------------------------------------------------------------------------------------------------------------------|-------------|-----------------|
| ▪ Literature search on best practices leading healthy work environments, addressing workplace incivility and bullying | 5/20/2026   |                 |
| ▪ Obtain and synthesize the best practices within the committee from respective organizations/settings                | 8/15/2026   |                 |
| ▪ Develop Draft Guiding Principles on HWEs, addressing Incivility and Bullying                                        | 10/21/2026  |                 |
| ▪ Present Draft Guiding Principles the AONL Board                                                                     | 11/3/2026   |                 |
| ▪ Develop a toolkit (expanded content, tools, case examples, resources)                                               | Q1 2027     |                 |

| Deliverable    | Target Date | Completion Date |
|----------------|-------------|-----------------|
| ▪ Develop KPIs | Q2 2027     |                 |