

# It's up to Nurses to enforce safety in our hospitals.



*How to report violations & incidents that happen on the job...*

Use the guides below to reach relevant agencies. For most incidents, your **FIRST STEP** will be to complete an **ASSIGNMENT OBJECTION** (ADO form) at [bit.ly/121RN\\_ADO](http://bit.ly/121RN_ADO)

Should you refuse an unsafe assignment? See our flowchart at [bit.ly/Refuse-flowchart](http://bit.ly/Refuse-flowchart)

*Unsafe staffing:*

**CDPH**

CALIFORNIA DEPARTMENT OF PUBLIC HEALTH

Examples of incidents to report (focus on effects on patients):

- Out of Nurse-to-patient ratio (see [bit.ly/Title22Ratios](http://bit.ly/Title22Ratios))
- Charge RN in ratio (unit now doesn't have a Charge RN for backup or if there is a crisis)
- Double patient load to cover for meal breaks ("Buddy System")
- Absence of Title 22 compliant Patient Classification System Committee, leading to outdated/inaccurate acuity measurement system

**Los Angeles County**  
(562) 345-6884

**Riverside County**  
(909) 388-7170

**San Bernardino County**  
(909) 383-4777

**Ventura County**  
(805) 604-2926

*Employee at risk:*

**OSHA**

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

Examples of incidents to report:

- Personal protective equipment
- Proper lift equipment
- Accessibility to equipment & patient (18' around beds, etc.)
- Tripping hazards
- Broken equipment
- Workplace violence
- Sanitation issues
- Condition of buildings

**Complete an online complaint form:**

[bit.ly/OSHA\\_online-complaint](http://bit.ly/OSHA_online-complaint)

**...or fill out paper form:**

[bit.ly/OSHA\\_paper-complaint](http://bit.ly/OSHA_paper-complaint)

...and fax to (213) 576-7461

**...then call to follow up:**

(213) 576-7451

**NOTE:** Some incidents may warrant reporting to all three agencies.



*Management negligence:*

**BRN**

CALIFORNIA BOARD OF REGISTERED NURSING

Examples of incidents to report: Most reports of negligence will be from the perspective of the Nursing Practice Act's mandate to follow the law at all times.

- Manager puts a Nurse's license at risk by demanding they go out of ratio
- Manager asks a Nurse to do something that's out of their scope based on their license
- Manager assigns a Nurse to a patient for whom s/he does not have certified competencies

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[bit.ly/BRN-online-complaint](http://bit.ly/BRN-online-complaint)

**...or fill out paper form:**

[bit.ly/BRN\\_print-complaint](http://bit.ly/BRN_print-complaint)

Be sure to only fill out the RN portion and not the patient portion. Send to:

Board of Registered Nursing  
Attn: Complaint Intake  
PO Box 944210  
Sacramento, CA 94244-2100  
Fax: (916) 574-7693

**...then follow up by email:**

[enforcement.brn@dca.ca.gov](mailto:enforcement.brn@dca.ca.gov)

## Questions?

Contact a Steward or Union Rep/Organizer.  
Find yours at [www.seiu121rn.org/our-hospitals-2](http://www.seiu121rn.org/our-hospitals-2)

