

Legacy Health

ANTI-RETALIATION NOTICE

2025

This notice summarizes the provisions of Oregon Revised Statutes (ORS) 441.181, 441.183, 441.184, and 441.192 and is posted for hospital nursing staff as required. ORS 441.185 prohibits retaliation against nursing staff members who disclose information about hospital activities, policies, or practices that may violate laws or professional standards of practice.

Legacy prohibits retaliation, including but not limited to questioning, silent treatment, physical or verbal threats, or differential treatment of workforce members due to activity defined in this notice. Retaliation against anyone acting in good faith per this notice or cooperating in related investigations is not tolerated. Violators of this notice will be subject to sanctions, up to and including termination of employment.

Retaliation is Prohibited ORS 441.181: Hospitals are strictly prohibited from retaliating against nursing staff who:

- Report activities, policies, or practices that may violate laws, rules, or professional standards, or pose risks to health, safety, or welfare.
- Testify or provide information during investigations related to hospital practices.
- Object or refuse to engage in activities they reasonably believe violate laws, rules, or standards.
- Participate in peer reviews or file reports on unsafe or dangerous care.

KEYPOINT: If a nurse identifies any hospital activity, policy, or practice that violates laws or standards and poses a risk to health or safety, they should report it to a manager or chain of command following the standard escalation process. Immediate disclosure is permitted without prior notification to a manager if the violation is already known, in cases of emergency, if there is a risk of physical harm, or if criminal activity is suspected.

Remedies for retaliation ORS 441.183: Nursing staff can file a lawsuit in the county's circuit court (public court system) if they face retaliation prohibited by ORS 441.181.

Unlawful Employment Practices ORS 441.184:

Unlawful Practice:

- Hospitals committing retaliatory actions against nursing staff, as described in ORS 441.181, are engaging in unlawful employment practices.

Filing a Complaint:

- Nursing staff can file a complaint with the Commissioner of the Bureau of Labor and Industries following ORS 659A.820 procedures.

ORS 441.192: Notice of Employment Outside of Hospital

- Hospitals may require registered nurses receiving full benefits to notify them of any outside employment that could affect their ability to perform their duties or pose a risk to patient care. If outside employment impacts their duties or creates a patient care risk, the hospital can request the nurse to stop the external job. The hospital must provide a written explanation of how outside employment poses a risk to patients, but a hospital may not unreasonably restrict outside employment. If the nurse does not comply, the hospital may take disciplinary action up to and including termination.

For the complete Revised Oregon Statutes, visit: [ORS Chapter 441 – Health Care Facilities](#) (441.181, 441.183, 441.184, and 441.192).

This notice should be posted in a conspicuous place on the premises of the hospital. The notice must be posted where notices to employees and applicants for employment are customarily displayed.