

NURSES BILL OF RIGHTS

Bill of Rights

More than 4 million registered nurses comprise the largest group of health care professionals in the United States. And the American public has consistently ranked nursing the most honest and ethical professional in an annual [Gallup poll](#). Bringing vast knowledge and expertise to every health care setting across a wide range of specialties, nurses serve their patients and communities throughout the continuum of life and care. Nurses provide mental and physical health care and wellness services while maintaining respect for human dignity and delivering equitable, patient-centered care regardless of race, origin, or background. It is vitally important to acknowledge and respect the rigor of nursing practice as both an art and science. To that end, and for their indisputable contributions to society, education, public health, science, and the health of all communities, the following rights are non-negotiable for all nurses to meet the increasing complexities of care delivery:

1. Full authority for nurses to practice at the top of their license, credentials, and professional standards without barriers, and in a manner that fulfills their obligations to society, patients, and communities.
2. Continuous access to training, education, professional development, as well as pathways for nurses to be recognized as leaders and in roles to direct shared decision-making on nursing practice, resources, staffing concerns and patient safety issues.
3. Work and practice in environments that ensure respect, inclusivity, diversity, and equity with leaders who are committed to dismantling systemic racism and addressing racist behaviors that negatively impact nurses of color.
4. Just care settings that facilitate ethical nursing practice, standards, and care in accordance with the Code of Ethics for Nurses with Interpretive Statements.
5. Safe work environments that prioritize and protect nurses' well-being and provide support, resources, and tools to stay psychologically and physically whole.
6. Freedom for nurses to advocate for their patients and raise legitimate concerns about their own personal safety without the fear of retribution, retaliation, intimidation, termination, and ostracization.
7. Competitive compensation consistent with nurses' clinical knowledge, experience, and professional responsibilities and that recognizes the value and rigor of nursing practice.
8. Collective and individual rights for nurses to negotiate terms, wages, and work conditions of their employment in all practice settings.

The American Nurses Association (ANA) Board of Directors concluded its discussion and voted to approve this revised version of the Nurses Bill of Rights as of April 26, 2022.