

Bill Number: S. 1232 /H.R. 2531

Bill Sponsor: Sen. Baldwin, Tammy. (D-WI) Rep. Courtney, Joe (D-CT-2)

Title of Bill: Workplace Violence Prevention for Health Care and Social Services Workers Act

Current Text: <https://www.congress.gov/bill/119th-congress/house-bill/2531/text>

Status:

- Senate
 - April 1, 2025: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.
- House
 - April 1, 2025: Referred to the committee on Education and Workforce, and in addition to the Committees on Energy and Commerce, and Ways and Means.

Summary: To direct the Secretary of Labor to issue an occupational safety and health standard that requires covered employers within the health care and social service industries to develop and implement a comprehensive workplace violence prevention plan, and for other purposes.

P&A Committee Insights:

- Aimed at enhancing safety for healthcare and social service employees.
- It mandates that OSHA create a federal standard requiring employers in these sectors to develop and implement comprehensive plans for preventing workplace violence.
- Plans should include a comprehensive plan that outlines measures to prevent violence before it occurs, incident reporting procedures, response protocols, and specific standards for citation and penalties.
- Protection for workers

Position: Support

Priority: High

Subject: Nursing Workforce

Bill to Review: Workplace Violence Prevention for Health Care and Social Services Workers Act (S 1232/H.R. 2531)

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- April 1, 2025: House referred to the committee on Education and Workforce, and in addition to the Committees on Energy and Commerce, and Ways and Means.

Leader of bill:

- House of Representatives: Rep. Joe Courtney (D-CT)
- Senate: Senator T. Baldwin (D-WI)

Reviewer: R. Hickson

Date: July 25, 2025

Overall Pros	Overall Cons
<ul style="list-style-type: none">• Aimed at enhancing safety for healthcare and social service employees.• It mandates that OSHA create a federal standard requiring employers in these sectors to develop and implement comprehensive workplace violence prevention plans.• Plans should include comprehensive plan:<ul style="list-style-type: none">○ measures to prevent violence before it occurs, incident reporting, and response procedures and specific standards for citation and penalties.• Protection for workers	None

Language Concerns: None

Reviewer Comments: Introduced in the Senate and the House.

Recommendation for NAHN Position (Support, Watch, Oppose): Support

Recommend NAHN sign on to letter in Support of Workplace Violence Prevention Legislation (H.R. 2531/S. 1232)
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