

Protesting Your Assignment

PROTESTING YOUR ASSIGNMENT

Registered nurses- based on their legal, professional, and ethical responsibilities- have the right to accept, reject, or object in writing to any patient assignment that puts patients, themselves, and their coworkers at serious risk for harm. While registered nurses have the professional obligation to raise concerns regarding any patient assignment that puts patients or nurses at risk for harm, refusing a patient assignment carries legal and employment risks.

This program provides a review of the legal, ethical, and professional importance of filing POAs as a way for the nurse, through individual and collective effort, to establish, maintain, and improve the working environment, conditions of employment and staff-to-patient ratios.

LEARNING OUTCOME:

Recognize the legal, ethical, and professional importance of filing Protests of Assignment (POAs) as a way for the nurse, through individual and collective effort, to establish, maintain, and improve the working environment, conditions of employment, and frontline staff-to-patient ratios that are conducive to safe, quality healthcare.

OBJECTIVES:

1. Discuss the Protest of Assignment (POA) form and explain the circumstances under which the filing of the POA form is appropriate.
2. Utilize NY State Staffing Law as a legal right to Protest an assignment which is potentially unsafe to patients and staff.
3. Identify the implications of a POA.
4. Demonstrate how to most effectively fill out the POA.
5. Explain how the Protest of Assignment Data can be used to facilitate concerted activity and patient advocacy.
6. Utilize knowledge of POA to review cases and complete POA forms.



ACCREDITATION INFORMATION

The New York State Nurses Association is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation.

This program has been awarded **2.0 CHs** through the New York State Nurses Association Accredited Provider Unit.



NYSNA is accredited by the International Accreditors for Continuing Education and Training (IACET) and offers IACET CEUs for its learning events that comply with the ANSI/IACET Continuing Education and Training Standard. IACET is recognized internationally as a standard development organization and accrediting body that promotes quality of continuing education and training.

The New York State Nurses Association is authorized by IACET to offer **0.2 CEUs** for this program.



Participants must read the course material, pass an examination with at least 70%, and complete an evaluation in order to receive a certificate of completion. Contact hours/CEUs will be awarded until **April 6, 2029**.

All American Nurses Credentialing Center (ANCC) accredited organizations' contact hours are recognized by all other ANCC accredited organizations. Most states with mandatory continuing education requirements recognize the ANCC accreditation/approval system.

Questions about acceptance of ANCC contact hours to meet mandatory regulations should be directed to the professional licensing board within that state. NYSNA has been granted provider status by the Florida State Board of Nursing as a provider of continuing education in nursing (Provider Number 50-1437).

Declaration of Vested Interest: None.

NYSNA wishes to disclose that no commercial support or sponsorship was received. NYSNA Program Planners, Presenters, and Content Experts declare that they have no financial relationship with an ineligible company.

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Dr. Karen Broomes-James is a registered nurse and certified nursing professional development specialist with over 15 years of experience across surgical critical care, stroke care, progressive care, nursing education and leadership. During her clinical career, she developed expertise in patient care, team coordination, and evidence-based interventions for pre- and post-surgical patients. She is experienced in the management of complex surgical cases, trauma patients, and postoperative recovery, which allows her to bring real-world insights into the educational setting.

In Nursing Education, she has delivered workshops, simulation-based learning, and competency evaluations for nursing staff. She has also developed transition to practice programs, such as nurse externships and nurse residency programs for new graduate nurses. She is passionate about mentorship, professional development, and fostering critical thinking, ensuring that nurses are prepared to provide exceptional patient care in high-acuity environments.

Dr. Broomes-James is excited to share her expertise with you.

Participants have access to the course 60 days from the time of registration. A confirmation email detailing the specified timeframe is automatically sent upon registration and is displayed in your Learning Center. If participants do not successfully complete the course in the allotted timeframe, the individual will be required to re-enroll and begin again.

If participants do not pass the examination within the 3 allotted exam attempts, they will be required to re-enroll and begin again.

