Oregon Health Care Workplace Violence Proposal

Status as of September 28, 2026: Oregon OSHA has proposed workplace violence prevention rules for certain health care employers in response to Senate Bill 537. The hearings and public comment period ended in August 2026. Oregon OSHA still lists the rulemaking as proposed; the final rule text and effective date should be checked before treating these provisions as adopted requirements.

Who the proposal addresses

Hospitals and ambulatory surgical centers already have statutory assault prevention duties. The legislation expands the covered health care employers to include licensed home health agencies and home hospice programs, and broadens the focus from assaults to workplace violence, including threats, harassment, and intimidation.

Main elements in the proposed rule

Assess risks. Conduct periodic security and safety assessments to identify existing or potential workplace violence threats.

Build a program. Develop and implement a prevention and protection program informed by those assessments.

Train employees. Provide workplace violence prevention and protection training annually under the proposal.

Address incidents. Consult the safety committee, or employees in permitted safety meetings, on procedures to investigate, collect, and report workplace violence incidents. Related proposed amendments address employee retaliation complaints and incident recordkeeping.

What happens next

The original notice anticipated adoption in October 2026 and an effective date in January 2027. Those were tentative dates. Monitor Oregon OSHA’s adopted rules page for the final wording and confirmed effective date. In the meantime, covered employers can review their existing assessment, reporting, training, and recordkeeping processes against the proposal.

KARM Safety Solutions provides workplace safety training and program support. Contact KARM to discuss preparation for a health care workplace violence prevention program.

Sources: Oregon OSHA, Proposed Rules (June 26, 2026 proposal); Workplace Violence Rule Proposal Summary (July 21, 2026).