



## Influenza Immunization

The mission of the Ohio Nurses Association is to advance registered nurses, promote professional nursing practice, and to advocate for quality healthcare; as such, ONA is committed to promoting the health and safety of nurses and their patients. Therefore, we endorse a voluntary influenza immunization policy to increase vaccination rates among all healthcare personnel as passed by the ONA House of Delegates in 2007 and reaffirmed in 2009.

Influenza immunization policies in Ohio should include the following components:

- Voluntary participation in a plan to increase staff influenza immunization rates up to 100% including annual education and implementation for all healthcare providers, whether permanent or temporary and regardless of job title or licensure.
- Education regarding the benefits and risks of influenza immunization, including types of vaccine, modes of administration, contraindications, and potential side effects.
- An annual schedule of times and locations for immunization which is convenient to all healthcare providers, including evening/night shifts and per diem or temporary employees.
- Appropriate protective measures and sufficient equipment as needed to ensure a safe work environment as recommended by the Centers for Disease Control (CDC) and the Occupational Health and Safety Administration (OSHA).
- Masking and other policies for all healthcare providers that align with CDC guidelines and without regard for vaccination status; i.e. "scarlet letter policies."
- A time off policy which does not discriminate against or discipline healthcare providers for vaccination status or appropriate use of sick time due to influenza.
- Confidentiality of an individual's immunization status, personal health information, and declination status if formal declination is required.

Influenza immunization policies in Ohio should not include

- Requirements which mandate divulging of personal health information as a part of a declination policy, or
- Policies which discipline or discriminate unequally against healthcare providers who decline influenza immunization.

ONA supports the individual healthcare provider's right to choose, to participate in the healthcare decision-making process, and to direct their own care.