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**American Pharmacists Association  
House of Delegates – November 5, 2021**

**NEW BUSINESS**

**(To be submitted and introduced by Delegates only)**

**Introduced by: Alex C. Varkey, on October 4, 2021, on behalf of the APhA Board of Trustees**

**Subject: Increasing Awareness and Accountability to End Harassment, Intimidation, Abuse of Power, Position, or Authority in Pharmacy Practice**

**Motion:**

- I. APhA recommends that all pharmacy organizations develop processes for attestation and evaluation to determine eligibility of individuals considered for any award, recognition, or leadership position consistent with the organization's policy on harassment, intimidation, or abuse of power or position.

**Background:**

In the March 2021 APhA House of Delegates Virtual Session, a New Business Item was submitted and voted upon entitled "Increasing Awareness and Accountability to End Harassment, Intimidation, Abuse of Power, Position, or Authority in Pharmacy Practice". This New Business Item included a total of five statements. The ballot vote by the House of Delegates adopted statements 1., 2., and 5. Following the results of the ballot vote, the authors of this New Business Item collaborated with members of the New Business Review Committee and APhA staff to combine the third and fourth statement into a single policy statement, which was introduced during the virtual House of Delegates session. After discussion and debate, the House of Delegates voted to refer this policy statement to the APhA Board of Trustees for further action.

Following the House of Delegates, the APhA Joint Policy Standing Committee reviewed the referred item and recommended that the Board of Trustees introduce a motion to adopt the statement with recommended amendments. For reference, the amendments that were recommended below include removal of the stricken language in the statement below.

APhA recommends that all pharmacy organizations develop processes for attestation and evaluation, including historical findings and actions taken, to determine eligibility of individuals considered for any award, recognition, or leadership position consistent with the organization's policy on harassment, intimidation, or abuse of power or position.

The APhA Board of Trustees supports the policy statement and the recommendations by the APhA Joint Policy Standing Committee and furthermore, applauds the authors of the policy and the members of the 2021 New Business Review Committee for their hard work in crafting and revising these statements. The APhA Board of Trustees stands steadfast in its commitment to ending all forms of harassment, intimidation, abuse of power or position in all areas of pharmacy practice, including the issuance of awards, recognitions, and leadership positions. This statement is an important component of the work that all pharmacy organizations must do to take a stand against this type of behavior within our profession.

In addition to submitting this referred policy statement as a New Business Item, the APhA Board of Trustees has adopted revised attestation language for professional award, recognition, and leadership position nominations for nominators and candidates. This has already been adopted and implemented within our own association, and this policy statement, if adopted, will serve as a guide for all pharmacy organizations to continue to this effort.

### **Current APhA Policy & Bylaws: N/A**

**\*\*Phone numbers will only be used by the New Business Review Committee in case there are questions for the delegate who submitted the New Business Item Content.**

New Business Items are due to the Speaker of the House by **February 16, 2022** (30 days prior to the start of the first House session). Consideration of urgent items can be presented with a suspension of the House Rules at the session where New Business will be acted upon. Please submit New Business Items to the Speaker of the House via email at [hod@aphanet.org](mailto:hod@aphanet.org).