Health Care Workers' Rights

Under the West Virginia Patient Safety Act

The West Virginia Patient Safety Act protects **health care workers who report patient safety concerns**.

Here's what you need to know:

Health care workers covered by the **Patient Safety Act** include…

- **Physicians**
- **Residents**
- **Physician's Assistants**
- **Nurses**
- **Nurse's Aides**
- **Physical Therapists**
- **Laboratory Technicians**
- **Interns**

…and any other **health care employee** who provides direct patient care.

Under the Patient Safety Act, you are **legally protected from discrimination or retaliation** for:

- **Making a good-faith report of wrongdoing.**
- **Advocating for patient care or better services and conditions in a health care setting.**
- **Participating in an internal or government investigation.**

The Patient Safety Act also **protects your anonymity** unless you're reporting an imminent threat.

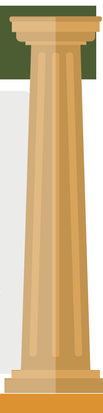
That means your employer **cannot**:

- **Fire you**
- **Demote you**
- **Pass you over for promotion**
- **Reduce your pay or hours**
- **Reassign you to a less desirable shift**

Or take **any other adverse action** in response to a report made in good faith.

If your employer retaliates against you, you can **take legal action** for:

- **Reinstatement**
- **Back wages**
- **Restoration of fringe benefits**
- **Actual damages**
- **Court costs and attorney fees**



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