



Idaho Board of Nursing

Position Statement

Discipline

The Board of Nursing is committed to public protection through meaningful disciplinary activities. The Board is also mindful that appropriate disciplinary activities will have a profound impact on the nursing profession. Carefully structured resolution of disciplinary matters may rehabilitate or remediate the offending licensee, deter others from engaging in misconduct, or, in the most egregious cases, sanction a license to assure the public protection mission, or sanction a license to remove a nurse from practice.

The Board believes the public and the profession are best served when disciplinary activities are prompt, equitable, impartial, consistent, and based on the facts. Written complaints are addressed on a priority basis, dealing first with those complaints which pose an imminent threat of danger, or which are otherwise egregious. The Board acknowledges that investigating every minor incident does not necessarily ensure protection of the public.

Investigation of a reported violation must include identification and analysis of causal factors contributing to the event. The Board acknowledges that health-care systems are complex, ever-changing and risk-prone. Practice errors may result from human error, system breakdown, or both. Analysis of the root cause of alleged violations will assist the Board in determining the corrective measures necessary for public protection.

Each case is evaluated on its own merit, considering its unique facts and individual circumstances. Discipline or alternatives to discipline are based on consideration of all relevant factors. The Board has a broad range of disciplinary options, ranging from informal to formal actions, and moderate to severe sanctions. In an appropriate circumstance, the Board may choose to utilize alternatives to discipline options: the Nurse Refresher Program (NRP) or the Health Professionals Recovery Program (HPRP).

Where public safety will not be compromised, the Board will consider remedial measures or informal corrective actions, possibly even within the licensee's employment setting. Severe sanctions are imposed in cases of willful, reckless behavior or conduct that demonstrate intentional disregard for the public's safety and welfare. Egregious behaviors, such as exploitation of vulnerable patients, patient abuse, or adulteration of patient's medication, are not tolerated.

Adopted:
02/03/2012

Reviewed:
10/17/2024

Revised:
10/17/2024

[First Revision: Board meeting 10/20-21/2016](#)

[Reference: NCSBN Educational Course Introduction to Disciplinary Investigations: "*The purpose of Discipline is public protection, not punishment*"]