

April 9, 2026

Doing the Right Thing. Every Day. Every Interaction.

Dear RN and APRN Teams,

Choosing to speak up when something doesn't feel right is part of living our values and **doing the right thing**. I've been hearing concerns from some of you, and it's important that we address them directly and honestly.

Some people have shared that interactions with union representatives have felt uncomfortable. While people may experience these conversations differently, no one should ever feel pressured or intimidated. Everyone deserves to feel respected.

At Nationwide Children's, we are committed to doing the right thing. It's one of many things that makes us special. As One Team, we are guided by our Standards of Conduct which outline how we interact with each other:

- We always act with integrity, kindness, empathy, honesty and respect.
- We support and encourage an environment that respects the value and dignity of colleagues, patients, families and the community.
- We are committed to a work environment free from harassment, bullying and intimidation.

If a conversation feels uncomfortable, you do not need to continue it. If you experience behavior that feels inappropriate, please let us know. You can talk with your manager or supervisor, report it directly to Human Resources, or if you'd prefer to report confidentially, use one of the following options:

- Call the Compliance Officer at (614) 355-0400
- Call the anonymous hotline at (877) 267-1935
- Submit an anonymous report at <https://NCH.EthicsPoint.com>

New videos and resources are available to support you at nchunionfacts.org. I encourage you to check them out if you have questions or would like more information. Thank you for continuing to bring integrity, care and respect to how we work together. It's what makes our One Team culture strong.

With appreciation,

Lee Ann Wallace
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Senior VP Patient Care Services & Chief Nursing Officer