



## Podcast Show Notes

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### **Intrusive Licensure Questions: Are We Violating Our Nurses' Rights to Privacy?**

This podcast series discusses something that has been brewing for years. Should nurses have to share personal information regarding their mental health and/or their psychiatric history for licensure or relicensure? If you are a nurse preparing to take your nursing board exam or if you have been a nurse for any length of time, what would you do if you looked at your information for obtaining a license or renewing an existing license and saw a question about divulging your personal mental health history? In some states, this is an issue that nurses face.

*This CE course is relevant to nursing.*

At Colibri Healthcare, we developed this educational content with a genuine approach to bringing attention to mental health from a healthcare professional's perspective. This podcast contains content that may be unsettling for some listeners. The episodes may discuss suicide, depression, and other sensitive topics. We do our best to discuss sensitive topics such as these with discretion and sincerity. Because of the sensitive topic being discussed, we recommend this podcast for adults only.

Content warnings: Mentions of suicide, depression, death, self-harm

#### **Episode 1 – Do I Have to Share My Mental Health or Psychiatric History for Licensure?**

One of the purposes of this podcast episode is to analyze and better comprehend the issue of disclosure of nurses' psychiatric history or current mental health information as connected to licensure or relicensure.

#### **Guests**

Judy Davidson, DNP, RN, MCCM, FAAN

- Nurse scientist
- Editor of a nursing journal
- Educational consultant
- Researcher
  - Focus includes workplace wellness, mental health issues, suicide prevention among healthcare professionals, suicide of healthcare professionals, and second victim syndrome

- Thought leader
  - Led the development of the first suicide prevention program for nurses, which was awarded Edge Runner status, or a model for replication, by the American Academy of Nursing

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- Volunteer
  - Serves on several volunteer mental health-focused boards
- Advocate
  - Has held local, state, and national leadership positions as an advocate for the profession of nursing and patients
  - Research focus has long been on mental illness stigma

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## Host

Leana McGuire, BS, RN

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## References

American Medical Association. (2018, June 13). *AMA adopts policy to improve physician access to mental health care*. <https://www.ama-assn.org/press-center/press-releases/ama-adopts-policy-improve-physician-access-mental-health-care-0>

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World Health Organization. (2022, March 2). *Mental health and COVID-19: Early evidence of the pandemic's impact: Scientific brief*. [https://www.who.int/publications/i/item/WHO-2019-nCoV-Sci\\_Brief-Mental\\_health-2022.1](https://www.who.int/publications/i/item/WHO-2019-nCoV-Sci_Brief-Mental_health-2022.1)

## Episode 2 – State Boards, Nursing Experiences, Stigma, and the Possibility for Change

This episode continues the discussion regarding the intersection between mental health and nursing licensure. We discuss the context of each state board being able to decide how it handles this situation, various healthcare worker experiences, the influence of stigma, and the opportunity for creating change.

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American Foundation for Suicide Prevention. (n.d.). *Interactive screening program*. <https://afsp.org/interactive-screening-program>

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## Episode 3 – The Americans with Disabilities Act, Intrusive Licensure Questions, and Dr. Manthey's Story

The conversation continues with a description of how the Americans with Disabilities Act influences the legality of what may be asked and how it can be asked regarding personal mental health information. In addition, Dr. Manthey shares her personal experiences and story of overcoming challenge, recovery, and peer support for nurses.

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[https://www.ada.gov/ada\\_intro.htm](https://www.ada.gov/ada_intro.htm)

## Episode 4 – Reasons and Reservations for Sharing Personal Health Information

We conclude this multiepisode conversation about mental health and nursing licensure in episode 4. We provide an in-depth look at reasons for and reservations about wanting to share personal mental health information.

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## Resources

American Nurses Association. Nurse Suicide Prevention/Resilience. <https://www.nursingworld.org/practice-policy/nurse-suicide-prevention/>

National Alliance on Mental Illness. <https://nami.org/Home>

988 Suicide & Crisis Lifeline. <https://988lifeline.org/>

*Note:* 988 is a working phone number throughout the U.S. to make mental health crisis services and other help more accessible. You may think about 911 for physical/medical emergencies and 988 for mental health crisis services.