

The ABOHN REPORT

Board Certification: Engage Excellence



American Board for
Occupational Health Nurses, Inc.

Spring 2019 - Volume 42—Issue 1

Message from the ABOHN Chair

An Honorable Farewell

Wanda F Smiling BSN, RN, CARN, COHN-S



The doors of life.

To all my fellow Certified Occupational Health Nurses across this great country and the world, I bid you farewell as the Chair of this magnificent Organization.

A door closing!

To the our future certificants, I say, press forward to obtain your certification, it could very well change the world we serve.

A door opening!

To my fellow Board of Director members, Thanks for learning to say, “Madam Chair”, it signifies your growth as a team and your respect for procedure. Continue to stand shoulder to shoulder and see what you can accomplish.

A door swinging wide open!

I am confident that the lesson’s learned, decisions made, and strategies accomplished will provide sustainability for this organization for years to come.

A door of opportunity!

Now as I prepare for the next “big thing” that lies before me, I stand at a door and knock knowing that I fulfilled my original mission: To do what must be done. I can’t wait to see who or what opens it and ushers me in to yet another “great experience”. The Door of Life!



PROUD TO BE AN OHN
#OHNWeek <APRIL 15-19, 2019>

Occupational Health
2019 NURSES WEEK

ABOHN

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Accredited by the:
National
Commission for
Certifying Agencies



ABOHN 2018-2019 Board of Directors



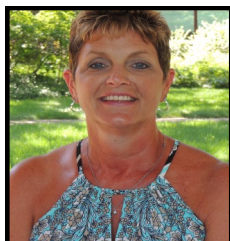
Wanda Smiling



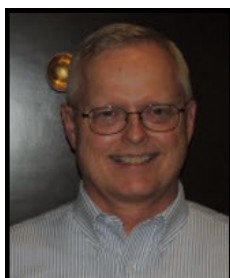
Lucy Carlson



Michele Willis



Melinda Cordova



Jim Persoon



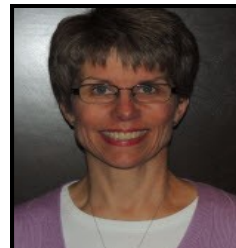
Bev Hagar



Pam Swann



Daurice Holly



Jean Orchard



Denise Matthews



Noreen Olson

2018-2019 ABOHN Governing Council

Chair: **Wanda Smiling**, BSN, RN, CARN, COHN-S

Treasurer: **Lucy Carlson**, MSN, MPH, RN, COHN-S/CM

Secretary: **Michele Willis**, BSN, RN, COHN-S

COHN Chair: **Melinda Cordova**, BSN, RN, COHN/CM

COHN-S Chair: **Denise Matthews**, BSN, RN, COHN-S

CM Chair: **Jean Orchard**, PhD, RN-BC, CCM, CIH, CSP, CHMM, COHN-S/CM

Directors

Bev Hagar, BSN, RN, COHN-S

Daurice Holly, RN, COHN, CCM, FAAOHN

Noreen Olson, MN, RN, ARM, COHN-S

Jim Persoon, PhD, Public Member

Pamela Swann, RN, COHN

Call for Board of Director Nominees

For 2020-2021 we will require six (6) Directors for the ABOHN Board

We constantly strive to represent all credentials (COHN, COHN-S, CM), industries, and regions, including Canada, with whom we have a Reciprocity agreement.

If you are interested in serving on ABOHN's Board of Directors, please find the information online at www.abohn.org under the **About Us** tab and within the Board section.



CONGRATULATIONS ABOHN NEWLY BOARD CERTIFIED

CLASS OF 2018

BOARD CERTIFICATION: ENGAGE EXCELLENCE

Join us in congratulating these occupational health nurses for their accomplishments and for their right to use the COHN, COHN-S and CM credentials which they gained last year by passing stringent examinations for certification

We proudly present the ABOHN Class of 2018

Certified Occupational Health Nurse (COHN)

Allcott, David
Allee, Alicia
Barkley, Teresa
Basso, Curtis
Blackmore, Karen
Blizzard, Mark
Boggs, Jennifer
Bowser, April
Bragg, Jennifer
Broderick, Jodie
Carbo, Liliana
Carr, Mary Ann
Czmowski, Elizabeth**
Danz, Carla
Dickerson, Christina
Dohler, Ann
Duane, David
Elmasri, Jana
Felton, Kimberly
Foster, Debra
Grant, Mary Ann
Herba, Laura
Houghton, Sharon
Kadar, Stacey
Kasper, Robyn
Kelly, Tamara
Lagerberg, Ruth
Lecci, Julie
Lee, Jung Eun
Linfors, Stacy
Lough, Jennifer
Martin, Karen
Martinez, Deanne
McAllister, Emily
McGraw, Ronda
Medley, Lensey
Merry, Michelle
Mitchell, Amy

Nemecek, Joanne
Nye, Lori
Ornt, Jennifer
Peterson, Leslie
Poling, Martha
Psurny, Cortney
Rutherford, Brenda
Sackman, Madonna
Schumann, Karen
Seeley, Amy
Selvaggio, Laura
Shaughnessy, Clare
Sobota, Shannon
Stewart, Jill
Stewart, Kelli
Susbilla, Jennifer
Tapio, John
Tesch, Kyla
Thiruvengadam, Sudha
Tripp, Elizabeth
Tuznik, Jessica
Venuto, Allison
Warren, Daniel
Weir, Kim
Weldon, Laura
Westerfield, Stephanie
Wilson, Shelly
Wojtowicz, Andrea
Wolbers, Mandy
Young, Kristen

Certified Occupational Health Nurse – Specialist (COHN-S)

Arnold, Susan
Basham, Kimberly
Bennett, Elizabeth
Berry, Christi

Blue, Ophelia
Bourgeois, Jeanie
Britt, Nathan
Brock, Michelle
Brown, Belinda
Buyer, Molly
Campos, Kelly
Castle, JoDanna
Chilson, Michelle
Christenson, Ronelle
Cisneros, Anna
Cline, Andrea
Cooper, Darlene**
Cox, Kacey
Cullipher, Amy
Denson, Julie
Dickinson, Scott
Doyker, Diane
Dye, Alissa
Faulkner, Sherrie
Flynn, Kathryn
Fremm, Cindy
Gaca, Mary
Gireesh, Lija
Goddard, Melissa
Gordon, Julien
Gramling, Joshua
Hansen, Jennifer
Hennessy, Laurel
Hennig, DeLana
Holmes, Lisa
Hrubes, Teresa
Hubbard, Katrina
Jungmann, Amy
Kemble III, Charles
Lahr, Jessica
Latham, Georgia
Layton, Kara
Mendoza, Almie
Nakamura, Mikiko
Offutt, Carla

Pohl, Cecile
Porch, Chad
Pusateri, Lorraine
Ricci, Janice
Roberts-Willis, Sue
Schumacher, Kelly
Selkirk, Lonna
Serratos, Anna
Size, Stephanie
Smith, Tricia
St. Louis, Patricia
Stevens, Dawn
Timmons, Oona
Watts, Kim
Willey Macko, Christine
Wilson, Kristina
Wolfe, Lori
Zavala, Amy

Case Management – (CM)

Andrade, Janis
Bainbridge, Susan
Barry, Jill
Berryhill, Shannon
Bodemann, Carrie
Cooper, Darlene**
Czmowski, Elizabeth**
Ferreira, Donna
Hinsinger, Lisa
Jimenez, Rosa
McGee, Valerie
Mnieckowski, Gena

** Indicates passed an ABOHN Core Credential and CM examination in the same year.

2018 Practice Analysis

The purpose of the Practice Analysis is to describe the job activities of occupational health nurses in sufficient detail in order to provide a basis for the continued development of a professional, job-related, evidence-based certification examination. This work is done every five to seven years which keep the ABOHN certifications (COHN, COHN-S and CM) in compliance with our NCCA (National Commission of Certifying Agencies) accreditation.

The analysis begins with appointing an Advisory Committee (AC) to work in concert with our testing vendor PSI, to identify and develop the examination specifications for each exam. The AC is reflective of those who work in occupational health nursing in all relevant aspects including geographic areas, professional areas, work experience, educational background, gender, and work settings. After compiling edits, reviewing research documents, and discussions, the following content areas were identified for each examination:

- | | |
|--|--|
| a. Define the target practitioner, | e. Determine the survey rating scales, |
| b. Develop a sampling plan for the survey, | f. Determine the relevant demographic variables of interest, and |
| c. Identify a list of tasks for the survey instrument, | g. Integrate the tasks, rating scales and demographics into a survey instrument. |
| d. Identify content areas, | |

Practice Analysis Survey Development

The AC adopted a practitioner definition across all three exams with the distinction of each noted below:

“Occupational Health Nursing is a specialty practice that focuses on preventative healthcare, health promotion, and health restoration within the context of a safe and healthy environment. It includes the prevention of adverse health effects from occupational and environmental hazards and health promotion in general. The practice provides and delivers occupation and environmental health and safety programs and services to clients.”

COHN-S	COHN	CM
The board Certified Occupational Health Nurse –Specialist (COHN-S) is a registered nurse whose primary focus is on program administration in the occupational health environment.	The board Certified Occupational Health Nurse (COHN) is a registered nurse whose primary focus is on clinician practice in the occupational health environment.	The board Certified Occupational Case Management (COHN/CM or COHN-S/CM) nurse is a registered nurse who has the expertise and holds the credential of certification in case management.

To create the survey, the AC looked at the content outline (blueprint) for each examination currently found in the examination handbooks and were tasked with the following questions when reviewing the contents:

1. What is new in the profession in the past 5 years?
2. What is the greatest weakness of the existing content outline (test blueprint)?
3. Is there anything that is grossly underrepresented or overrepresented in the existing content outline (test blueprint)?
4. Do you agree the major categories in the blueprint still apply?

COHN-S	COHN	CM
1. Clinician Role	1. Clinician Role	1. Fitness for Work
2. Manager Role	2. Coordinator Role	2. Occupational Disability
3. Educator Role	3. Advisor Role	3. Non-Occupational Disability
4. Consultant Role	4. Case Manager Role	4. Case Management Concepts
5. Case Manager Role		

Practice Analysis—Continued

The next steps for the AC included selecting the rating scale used in the survey, the relevant demographic variables, and finally integrating the tasks, rating scales and demographics into a survey instrument.*. A pilot study group was asked to review the survey and submit comments to the AC committee. The purpose of the pilot study group was to determine (1) if the directions were clear, (2) if any important tasks were missing from the survey, (3) if the tasks were clearly worded, and (4) if the rating scale was easy to use and understand. Final edits and corrections were made by the AC committee and the survey was ready for distribution.

Results

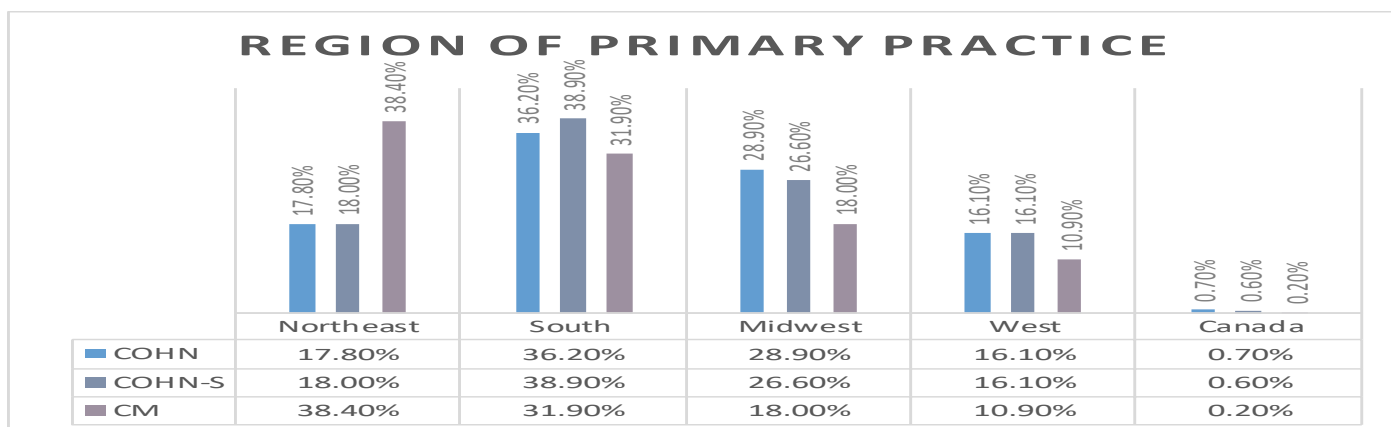
The web-based survey was distributed by email to 7,385 occupational health nurses on March 29, 2018. The survey officially closed on April, 29, 2018. Each recipient was directed to the correct survey tasks after answering "Which of the following best represents your responsibilities?" 1. Direct Care (directed to the COHN tasks), 2. Manager/Coordinator (directed to the COHN-S tasks), and 3. Case Management (directed to the CM tasks).

COHN-S	COHN	CM
803 usable responses	546 usable responses	370 usable responses

Nursing Education and Certification Information

	COHN-S	COHN	CM
Basic level of nursing education	42.8% - Bachelor's degree	45.9% - Associate's degree	42.8% - Associate's degree
Highest level of nursing education	49.6% - Bachelor's degree	37.7% - Bachelor's degree	48.2% - Bachelor's degree
Currently certified in OHN	67.2% Yes	36.3% Yes	28.1% Yes
Average years certified	15.23 years	10.54 years	15.85 years
Average years working as an OHN	20.35 years	15.40 years	20.96 years

Demographic Information



*For a comprehensive look at the tasks, demographics, rating scales and related information in the development of the survey, please read the Executive Summary for each examination posted on the ABOHN website www.abohn.org, under the Resources Tab.

Practice Analysis—Continued

OHN Statistics

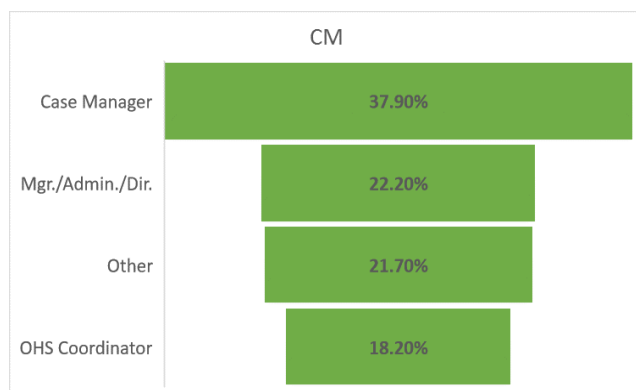
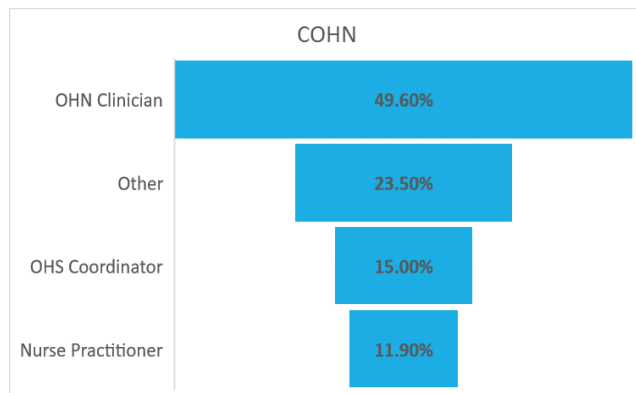
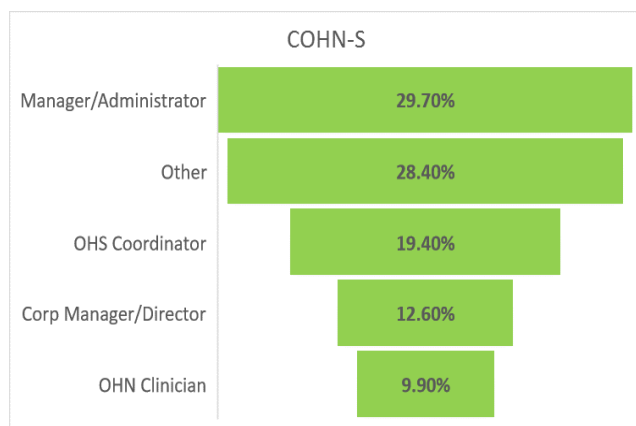
The average number of years working as an OHN for each credential are:

- 20.35 years – COHN-S
- 15.40 years – COHN
- 20.96 – CM

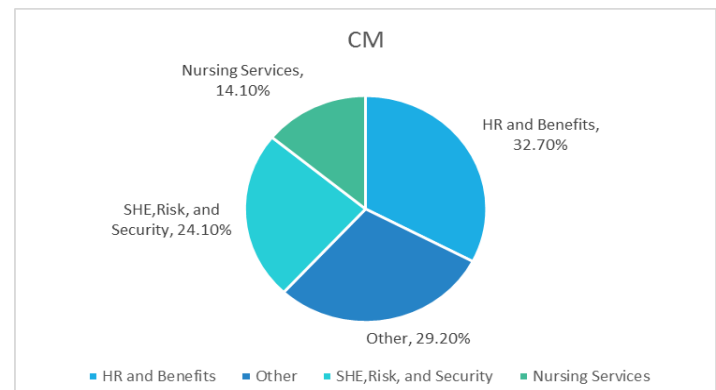
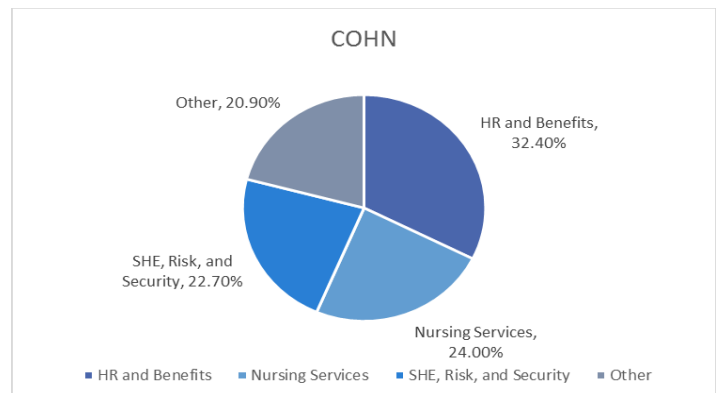
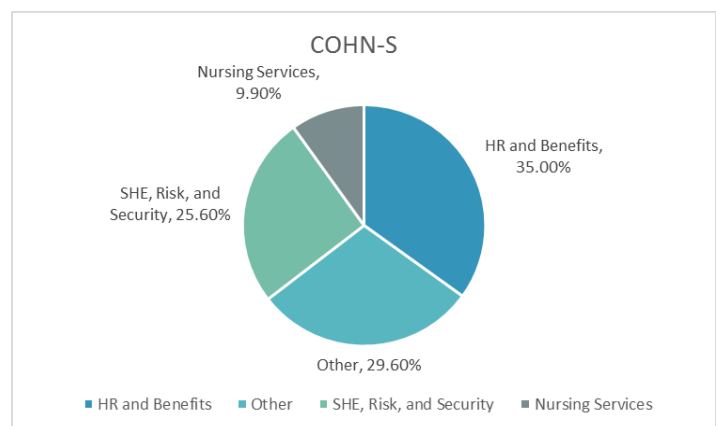
These same respondents indicated whether they hold certification:

- 67.2% of COHN-S respondents are certified
- 36.3% of COHN respondents are certified
- 28.1% of CM respondents are certified

Primary Job Titles



Department best describes where you report



Practice Analysis—Continued

Decision Rules and Criteria

In developing the Detailed Content Outline (DCO), judgement rules are used to guide the examination development process, and include sufficient detail to ensure the development of comparable examination forms. When developing the examination, every item must be linked to the DCO as a first step in meeting the Examination Specifications.

These Examination Specifications must appropriately reflect the task responsibilities of all groups who will participate in the certification program and must include tasks that are considered to be important for the target practitioners for whom the examination is intended.

Various judgement rules are put into effect and direct the AC on whether to keep a specific task, or delete the task from the final Content Outline. The decision rules were applied in the order below. This ensures that the resulting examination content is reflective of the OHN tasks, as judged by a demographically representative group of OHNs.

1. Keep only tasks performed by at least 66% of the practitioners.
2. Keep only tasks rated with a mean significance rating of at least 3.25.
3. Keep only tasks rated with a mean significance rating of at least 3.000 by 4 of the 5 geographic-region subgroups.
4. Keep only tasks rated with a mean significance rating of at least 3.00 by 4 of the 5 years-working-as-an-occupational-health-nurse subgroups.
5. Keep only tasks rated with a mean significance rating of at least 3.00 by both of the currently-certified-in-oh-nursing subgroups.
6. Keep only tasks rated with a mean significance rating of at least 3.00 by 3 of the 4 best describes where you report subgroups.
7. Keep only tasks rated with a mean significance rating of at least 3.00 by 3 of the 4 job-title subgroups.

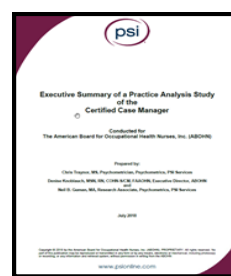
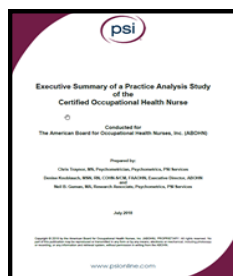
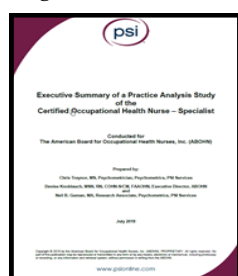
Final Overview of Examination Specifications

COHN-S	COHN	CM
132 Final Tasks	99 Final Tasks	84 Final Tasks

The AC determined that the COHN-S would have 132 tasks, the COHN would have 99 tasks and the CM would have 84 tasks. And that the final categories for each examination would have the following percent breakdown.

COHN-S	% of Exam	COHN	% of Exam	CM	% of Exam
Clinician Role	20	Clinician Role	42	Fitness for Work	26
Manager Role	34	Coordinator Role	27	Occupational Disability	31
Educator Role	15	Advisor Role	13	Non-Occupational Disability	21
Consultant Role	14	Case Manager Role	18	Case Management Concepts	22
Case Manager Role	17				

THANK YOU to everyone who participated in the 2018 Practice Analysis survey. As a direct result of your help, new Test Blueprints, Handbooks, and all new exams are currently in development for a 2020 launch. For more in-depth information on the 2018 Practice Analysis for the COHN-S, COHN, and CM examinations, please find the full Executive Summaries on our website, www.abohn.org under the Resources Tab.



January 2019 BOD Meeting—Safety Harbor, FL

On Saturday January 26, 2019, we said good-bye to Denise Knoblauch, MSN, RN, COHN-S/CM, FAAOHN, as she resigned as the Executive Director of ABOHN from 2015 –2019. Under Denise's leadership, many changes happened at ABOHN.

One of the highlights of Denise's tenure as ED was the formation of the Examination Development Advisory Committee (EDAC).

Denise solicited our Active credential holders to use their expertise as Subject Matter Experts (SMEs) for exam development; i.e. writing examination question, reviewing submitted questions for accuracy, rationales, and relevance to the OHN Practice. Under Denise's guidance, 54 credential holders volunteered! The volunteers were vetted for time in OHN practice, type of credential, length of holding a credential, geographic location, type of industry and other criteria. 12 EDAC committee members were chosen to serve and their first item writing session was held on March 19 –21, 2019 in Olathe, KS at the PSI headquarters where 300 new examination questions were written.

Facilitating all Board and Governing Councils meetings, Denise steered the group and achieve great results with the 2018 Practice Analysis.

Denise moved the ABOHN office from Hinsdale, IL to Palos

Heights IL. This move helped ABOHN's bottom line as we moved into a smaller office space with an updated rental agreement.

Always trying to find ways to make things better for our credential holders, Denise introduced Digital Badges to our group. These badges replaced the paper wallet card and can be used in social media platforms. This cutting edge technology makes more information about the credential available to interested parties.

Denise worked tirelessly to make connections in the Occupational and Environmental Health fields to showcase the exceptional value of our Board Certified OHNs and continued the work of presenting and exhibiting at conferences throughout the United States.

For all these things, and more, we thank you Denise. We appreciate your tireless work for Occupational Health Nurses.



Denise Knoblauch, MSN, RN,
COHN-S/CM, FAAOHN

Test Black-out (December 2019, January and February 2020)

With the release of ABOHN's 2018 Practice Analysis findings, new Test Blueprints, Handbooks and certification exams are in development to reflect the current scope of practice in occupational health nursing. These findings provide the basis for the continued development of a professional, job-related, evidence-based certification exam while continuing ABOHN's mission to promote a standard of excellence in occupational health nursing through credentialing.

Along with the release of new certification examinations coming in early 2020, **ABOHN will be undergoing a testing black-out period starting December 1, 2019 and continuing thru January and February 2020.** During this time, all certification exams offered by ABOHN will be suspended in preparation for the release of our new exams beginning March 2020.

The last day to sit for all current exams before the 3 month test black-out period is November 30, 2019.

While exams will not be given during this 3-month black-out period, applications will continue to be accepted and reviewed during this time, and those approved to sit for an exam will be allowed to schedule a testing date with our testing vendor PSI. Exam testing will resume Monday March 2, 2020.

Once exam testing resumes in March 2020, preliminary Pass/Fail score reports will not be immediately available to candidates after they have completed their exam. As soon as the scoring validation process for each exam is completed by our testing vendor, PSI, official Pass/Fail score reports will be mailed to each candidate approximately 8 weeks after testing resumes.

For those planning on taking an exam in 2020, new exam handbooks and test blueprints will be available on the ABOHN website starting this summer.

January 2019 BOD Meeting—Continued

At the January 2019 board meeting, the ABOHN Board of Directors reviewed and approved an updated revision of the strategic plan. The Board reviews the strategic plan throughout the year to make sure that the business is on track. For 2018-2021, the Board will focus on the following initiatives:

Strategy 1: Customer Value

Provide support to applicants/candidates

1. Continue survey for successful candidates.

Recognize currently certified

1. Those certificants celebrating a 10 year certification milestone will be recognized in the Fall 2019 newsletter.
2. "ABOHN Values You" Campaign: On the last Friday of each month, ABOHN will randomly select a certified OHN to "Spotlight" in our weekly email.
3. Recruit A Colleague: ABOHN will send information on our Recruit A Colleague initiative to all of the new credential holders as part of their package they receive after they have passed their exam.

Strategy 2: Quality

Compliance with regulatory guidelines

1. New practice Analysis completed in 2018. ABOHN will recruit a new Practice Analysis Committee consisting of Subject Matter Experts.
2. NCCA Accreditation – ABOHN's credentials, COHN, COHN-S, and CM, are accredited by the National Commission for Certifying Agencies (NCCA). ABOHN is required to re accredit the credentials every 5 years. The application was submitted in May 2017 and is awaiting review by NCCA.

3. Expectation of pass rate. The Board is closely monitoring exam results monthly. Each exam advisory board (COHN, COHN-S, and CM) completes an in-depth review of exam pass rates at the semi-annual board meeting. Each exam committee participates in annual exam review and revision in conjunction with the test consultant PSI to update the exams to reflect current practice.
4. Working with PSI to generate new tests for all exams from the information from the 2018 Practice Analysis, ABOHN will not test applicants during December 2019, January and February of 2020 to create a bigger group of candidates in March 2020 to reliably set the standards, cut scores and review the new tests.

Strategy 3: Sustainability

ABOHN remains financially viable.

1. Financials reviewed monthly by the Governing Council (GC).

Item bank maintained in continued state of readiness

1. Recruit and Maintain 12 Subject Matter Experts (SMEs) on the Exam Development Advisory Committee (EDAC).

Strategy 4: Outreach and Growth

Public Relations

1. Special recognition during OHN week.
2. The third Friday of each month during our weekly email campaign, publish the names of the most recent newly certified, who took the exam in the previous month.

Recruit A Colleague!

Congratulations to

Patti Aronson

of **PLA Case Management Inc.**, whose offices are located in Wysox, PA. for winning the 2018 *Recruit A Colleague for Certification* program award. Patti received a \$300.00 check for encouraging her colleague to sit for the exam. ABOHN credential holders recruited 65 fellow colleagues to sit for the examinations in 2018.

All Certified Occupational Health Nurses (COHN) and Certified Occupational Health Nurse—Specialists (COHN-S) can recruit a fellow nurse working in occupational health. Prospective candidates can indicate on their application a particular COHN/COHN-S holder who has recruited them to initiate the process for certification. The ABOHN office keeps track of these individuals and a random drawing is conducted to pick the winner.

Credentialing Statistics—Year End

The ABOHN Board of Directors are tasked with many challenges in order to sustain a specialty credentialing program. Table 1 shows the official ABOHN Active, Inactive and Retired certification holders that were in our database system as of 12/31/2018. As the base of our credential holders approach retirement age, we see a decline in Active credential holders. Table 2 shows the number of candidates and the pass rate for each exam over the past years.

CREDENTIAL	ACTIVE	INACTIVE	RETIRED
COHN	803	5	54
COHN/CM	175	0	11
COHN-S	1802	13	389
COHN-S/CM	419	4	99
COHN-S/SM	1	0	1
Total 12/31/2018*	3200	22	554
Total 12/31/2017	3500	33	509

Table 1 (left)

ACTIVE:

Credential holders who have met the criteria to hold certification.

INACTIVE:

Credential holders who have not met one or more requirements for active status and have opted to take inactive status until they are compliant with the requirements.

RETIRED:

Credential holders no longer in practice and maintain their retirement status with ABOHN.

*These numbers do not include those certificants' whose renewal and/or recertification paperwork was processed after 12/31/2018.

Credentialing Statistics—Pass Rate Percentage

Exam Session	COHN			COHN-S			CM		
	Candidates	Number Passed	Percentage Passed	Candidates	Number Passed	Percentage Passed	Candidates	Number Passed	Percentage Passed
2013	84	49	59%	102	61	59%	17	11	64%
2014	86	70	77%	150	121	74.2%	17	19	88%
2015	64	48	75%	148	102	69%	22	18	82%
2016	53	34	64.2%	119	70	58.8%	23	18	78.3%
2017	84	68	80.9%	117	82	70.0%	14	9	64.2%
2018	99	70	71.4% %	114	65	58.0%	14	12	85.7% %

Table 2 (right)

The number of COHN and COHN-S candidates who passed their certification examination in 2018 was down significantly. Taking the correct test based on your practice, not education, has a direct impact on the exam passing point.

COHN application increased; COHN-S application decrease slightly and CM applications remained flat in 2018.

Credentialing Statistics—Recertification

Recertification is required to maintain your credential. Every year there are nurses who retire, change jobs into non-occupational health fields and/or ABOHN has lost contact. All of these areas impact the percent of ABOHN credential holders that recertify each year. Table 3 shows ABOHN's recertification data for the past few years. The current fees associated with all ABOHN's tests; application, exam, renewal and recertification can be found in Table 4.

Recertification Year	Certificants Due for Recertification	Certificants Achieved Recertification	Percent of Recertification
2012	615	388	64%
2013	1131	783	69%
2014	1096	752	78.6%
2015	962	567	58%
2016	721	451	62.6%
2017	564	327	93.4%
2018	520	441	84.8%

Table 3 – Recertification Statistics

Application, Renewal and Recertification Fees and Guidelines

	COHN/COHN-S	Case Management	Information
Application Fee	\$150.00	\$150.00	Good for 90 days from the date of approval from the ABOHN office.
Examination Fee	\$400.00	\$250.00	Must be paid within 90 days from the date of the invoice from the ABOHN office and is good for 120 days.*

* If you fail to schedule an appointment and sit for your examination before the expiration date, your examination authorization will be voided and you will have to pay for another application and examination fee.

Exam Authorization (Extension Fee)	\$50.00	\$50.00	One time, 60 day extension to the original 120 day authorization period.
Yearly Renewal Fee	\$150.00	\$50.00	Renewal payments are required every year before the credential holders' expiration date.
Recertification Fee	\$150.00	\$50.00	Recertification occurs every 5 years. Paperwork and the yearly renewal fee is required before the credential holders' expiration date.
Late Fee	\$100.00		A late fee is charged if ABOHN does not receive your Recertification or Renewal paperwork and annual fee by the due date of your credential.
ALL ABOHN FEES ARE NON-REFUNDABLE			

Table 4 – Application, Renewal and Recertification Fees and Guidelines

ABOHN's Vision

"ABOHN Certification is recognized and valued as the standard to maximize the health and safety of workers worldwide.

ABOHN's Mission

to promote a standard of excellence in occupational health nursing through credentialing.

Principles and Values

To accomplish its mission and vision, ABOHN commits its resources to achieving the following principles and values:

Establish and promote credentialing standards for professional occupational health nurses.

Publicly recognize individuals who demonstrate that they meet these standards.

Elevate the quality of occupational health nursing practice.

Stimulate the development of improved educational standards and programs in the field of occupational health nursing.

Encourage occupational health nurses to continue their professional education.

Perform the above unrestricted by consideration of national origin, race, creed, disability, color, age and gender.

Create value for employers, their employees and the occupational health professional.

Seek inclusion by partnering with organizations that share ABOHN's mission and values

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