



April 21, 2021

Jimmi Hatton Kolpek, Pharm.D., FCCP, FCCM, FNAP  
ACCP President  
University of Kentucky College of Pharmacy  
789 S Limestone Street – Rm 357  
Lexington, KY 40536-0596

Dear Dr. Hatton Kolpek,

Thank you for participating as a Delegate of the APhA House of Delegates and for submitting a New Business Item on “Increasing Awareness and Accountability to End Harassment, Intimidation, Abuse of Power or Position in Pharmacy Practice.” The APhA House of Delegates is a representative and democratic body that deliberates issues of importance to the profession, our patients, and the communities we serve. In light of the recent letter entitled “Motion to Refer”, we are compelled to clarify the actions taken by the APhA House of Delegates and the APhA Board of Trustees to address this critical issue and its impact on our profession.

Much like ACCP’s Board of Regents, APhA’s elected Board of Trustees is empowered to take swift actions to address matters of immediate importance to our profession. In this case, the Board of Trustees did just that; starting with the release of a [public statement](#) on workplace harassment and intimidation on September 21, 2020. APhA’s Board has a track record of taking action as issues arise, as an individual organization or in collaboration with other organizations. Additional recent examples of this include actions taken on systemic racism, pharmacist well-being, and COVID-19.

The APhA House of Delegates’ New Business process allows Delegates to act on matters of urgency. APhA applauds the ACCP Delegation’s use of this process, leveraging the only profession-wide, deliberative body to take a strong stance on this topic. The New Business Item was submitted on February 9<sup>th</sup>, 2021. Following this submission, the New Business Item was addressed in two Open Forums on New Business (February 24<sup>th</sup>, 2021 and March 3<sup>rd</sup>, 2021), in the New Business Review Committee Open Hearing (March 13<sup>th</sup>, 2021), and in the House of Delegates (March 15<sup>th</sup>, 2021).

APhA Staff and members of the New Business Review Committee collaborated with the policy authors to develop alternative language that addressed specific concerns raised by Delegates. During this process, the third and fourth statements within the proposed policy were consolidated to a single statement. Of note, all other statements related to this issue were adopted by the House of Delegates. After extensive and balanced debate, a motion to refer the consolidated statement was made to allow the Board of Trustees and the APhA Academies’ Policy Advisory Committee, to review the various comments and perspectives and take appropriate action. There was, and continues to be, broad support



for this topic and the referred item. The Delegates who advocated for referral did so with an appreciation for the importance of this statement. With this in mind, they felt additional research, legal analysis, and stakeholder review were warranted to meet the intent of the policy authors, while ensuring that innocent individuals who are accused improperly are not adversely affected. The motion to refer the item was also debated, allowing for a balance of pro and con perspectives, and ultimately was adopted by the majority of Delegates.

The APhA Board of Trustees continues to be committed to addressing this issue through all appropriate means, including the APhA Policy Process. We appreciate the engagement of ACCP and other pharmacy associations in this area, and we look forward to further dialogue and collaboration across the profession to achieve our shared goals of ending all forms of harassment, intimidation, and abuse of power in pharmacy practice. Furthermore, we look forward to continuing the important work of building collaboration and unification across the profession.

Sincerely,

A handwritten signature in black ink, appearing to read 'M. Duke', with a long horizontal flourish extending to the right.

Melissa Skelton Duke, PharmD, MS, BCPS, FAPhA  
APhA Speaker of HOD

Cc: Michael Maddux, ACCP Executive Director  
APhA Board of Trustees