



**Written Testimony in Support of HB 4069**

**Submitted by: Diana Nguyen, BS, MPH Candidate at OHSU-PSU**

**Affiliation: Mental Health Coordinator for The Oregon Heals Coalition**

**Date: February 2, 2026**

Dear Chair Pham, Vice Chairs Edwards and Javadi, and members of the committee,

Thank you for the opportunity to provide a written testimony **in support of HB 4069** to ensure that all behavioral health employees are given necessary protections to feel safe in the workplace.

My name is Diana Nguyen, and I am a public health master's student from Beaverton, Oregon. I am also a Mental Health Coordinator for the Oregon Heals Coalition, an alliance of non-profit and advocacy organizations working together to achieve a mental health system in Oregon that is safe, equitable, affordable, culturally responsive, community-centered, and adequately serves those who have historically experienced the least access. HB 4069 is the carryover language from HB 2024, a comprehensive package of behavioral health reforms that was passed by the Legislature in the 2025 long session which the Coalition also supported. The remainder of the language not included in HB 2024 is before the committee today as HB 4069.

Through my experiences working in Oregon's behavioral health system, I have witnessed and experienced many challenges staying in the profession. Many of my colleagues and I enter our shifts with anxiety and uncertainty on what dangers or stress we may face. A few years ago, in my unit, a patient continuously threatened to physically and sometimes lethally harm staff members. I voiced my concerns by asking for more support from management and I was told to use de-escalation strategies like distracting the resident with coloring pages. Having my safety concerns dismissed was eye opening. Healthcare is a calling, but for those who provide it, the risk to their personal safety simply isn't worth it anymore.



Oregon's growing demand for behavioral health care cannot be met without addressing the health, safety, and sustainability of the workforce that provides it. HB 4069 requires behavioral health employers to provide comprehensive, written safety plans for each of their behavioral health facilities. The plan must be specific to each physical worksite, accessible to employees upon hire, and include a plan for lone workers. It also improves reporting timelines, and provides a more structured path for employees to report incidents, as well as a timeline for employers to respond to each report. This piece of legislation is a fiscally neutral and common sense reform.

I urge you to **vote “YES” on HB 4069** to protect the behavioral health workforce and create a stable foundation to better serve our most impacted communities and strengthen Oregon’s mental health system overall.

Thank you for considering my testimony,  
Diana Nguyen  
The Oregon Heals Coalition

