



# **2020 IDHA Proposed Resolutions and Bylaws**

**This document was compiled by the IDHA Bylaws Committee.  
The IDHA Board of Directors will provide BOD recommended actions  
at the October 10, 2020 BOD meeting.**

**Bylaws Committee:**  
Heather Taylor (Chair)  
Lynn Ramer  
Nichole Dicke  
Sharon Paterson

## Proposed IDHA Resolution #: 2020-1

Submitted by: IDHA Policy Manual Taskforce

BE IT RESOLVED THAT: The Indiana Dental Hygienists' Association adopt ADHA's glossary of terms within the ADHA Policy Manual.

Justification: IDHA would benefit from having foundational definitions for key terms used in IDHA policies. Clear terminology also supports interpretation of polices and facilitates drafting of future policies.

### Action recommended by the IDHA Bylaws Committee:

Adopt     Adopt as amended     Refer     Reject     Other

### Action recommended by the IDHA Board of Directors:

Adopt     Adopt as amended     Refer     Reject     Other

### Final Action:

Adopted     Adopted as amended     Referred     Rejected     Other



## **Proposed IDHA Resolution #: 2020-2**

Submitted by: IDHA Policy Manual Taskforce

BE IT RESOLVED THAT IDHA: adopt the ADHA Code of Ethics glossary and executive summary within the ADHA Policy Manual.

Justification: In 2018, IDHA adopted the ADHA Code of Ethics as the IDHA Code of Ethics. This resolution builds on PR 2018-3 by formally adopting the glossary executive summary that accompanies the Code of Ethics.

**Action recommended by the IDHA Bylaws Committee:**

Adopt     Adopt as amended     Refer     Reject     Other

**Action recommended by the IDHA Board of Directors:**

Adopt     Adopt as amended     Refer     Reject     Other

**Final Action:**

Adopted     Adopted as amended     Referred     Rejected     Other



## **Proposed IDHA Resolution #: 2020-3**

Submitted by: IDHA Administrative Council

BE IT RESOLVED THAT IDHA: advocate for a work environment free of discrimination and harassment.

Justification: The American Dental Hygienists' Association advocates a work environment free of discrimination and harassment. (ADHA Policy Manual – pg. 7 - Discrimination 4-01). Given ADHA is a tripartite organization, it is appropriate for IDHA to adopt this policy. Furthermore, IDHA members support safe and healthy working environments.

### **Action recommended by the IDHA Bylaws Committee:**

Adopt     Adopt as amended     Refer     Reject     Other

### **Action recommended by the IDHA Board of Directors:**

Adopt     Adopt as amended     Refer     Reject     Other

### **Final Action:**

Adopted     Adopted as amended     Referred     Rejected     Other



## Proposed IDHA Resolution #: 2020-4

Submitted by: Indiana representatives of the 2020 ADHA House of Delegates

BE IT RESOLVED THAT IDHA: advocate for Indiana Mid-level Oral Health Practitioners, as defined by the ADHA.

### Justification:

The ADHA glossary defines *Mid-level Oral Health Practitioner* as: "A licensed dental hygienist who has graduated from an accredited dental hygiene program and who provides primary oral health care directly to patients to promote and restore oral health through assessment, diagnosis, treatment, evaluation and referral services. The Mid-level Oral Health Practitioner has met the educational requirements to provide services within an expanded scope of care, and practices under regulations set forth by the appropriate licensing agency."

Given this glossary term it is appropriate to establish a policy for Indiana. Furthermore, it is well documented in research that low income adults and children disproportionately face greater barriers to dental care and have worse oral health than their counterparts. Additional members of the workforce are needed to reduce these disparities and improve oral health.

### Action recommended by the IDHA Bylaws Committee:

Adopt     Adopt as amended     Refer     Reject     Other

### Action recommended by the IDHA Board of Directors:

Adopt     Adopt as amended     Refer     Reject     Other

### Final Action:

Adopted     Adopted as amended     Referred     Rejected     Other



## Proposed IDHA Resolution #: 2020-5

Submitted by: Indiana representatives of the 2020 ADHA House of Delegates

BE IT RESOLVED THAT IDHA: amend IDHA policy **2003-6** by adding “and recognizes the value it adds to our association, mission and quality of our programs and services.”

To read: “The IDHA supports efforts to increase diversity within the profession of dental hygiene *and recognizes the value diversity adds to our association, mission and the quality of our programs and services.*”

### Justification:

Diversity is critical to the dental hygiene workforce, patient care, and the profession. This resolution updates our diversity policy to reflect ADHA Leadership Development Committee policy 2-15/28-73 on page 7 of the ADHA Policy Manual, which reads: “The American Dental Hygienists’ Association supports diversity and recognizes the value it adds to our organization, our mission and the quality of our programs and services.”

### Action recommended by the IDHA Bylaws Committee:

Adopt     Adopt as amended     Refer     Reject     Other

### Action recommended by the IDHA Board of Directors:

Adopt     Adopt as amended     Refer     Reject     Other

### Final Action:

Adopted     Adopted as amended     Referred     Rejected     Other



## Proposed IDHA Resolution #: 2020-6

Submitted by: Indiana representatives of the 2020 ADHA House of Delegates

BE IT RESOLVED THAT IDHA: amend by substitution **IDHA 97-4**, which currently states: "Preventive and therapeutic oral health services provided by the dental hygienist should be fully accessible in all public and private settings" and replace with: "The Indiana Dental Hygienists' Association advocates delivery of evidence-based dental hygiene services by licensed dental hygienists in all settings."

Justification: This substitution updates our policies to align with AHDA policy Public Health 18S-10/9-99, found on page 30 of the ADHA Policy Manual, which states: "The American Dental Hygienists' Association advocates delivery of evidence-based dental hygiene services by licensed dental hygienists in all settings."

### Action recommended by the IDHA Bylaws Committee:

Adopt     Adopt as amended     Refer     Reject     Other

### Action recommended by the IDHA Board of Directors:

Adopt     Adopt as amended     Refer     Reject     Other

### Final Action:

Adopted     Adopted as amended     Referred     Rejected     Other



## **Proposed IDHA Resolution #: 2020-7**

Submitted by: Indiana representatives of the 2020 ADHA House of Delegates

BE IT RESOLVED THAT IDHA: advocate for every dental hygienist to apply for and obtain a National Provider Identification (NPI) number.

Justification: The 2020 ADHA House of Delegates passed the following resolution in June of 2020: "ADHA advocates for every dental hygienist to apply for and obtain a National Provider Identification (NPI) number." (ADHA Policy Manual, pg. 15, National Provider Identification Number 8-20)

Furthermore, the National Provider Identification (NPI) system acknowledges and verifies primary care providers with a unique numerical combination. This national program documents the proportion of professionals available to treat patients in each specialty and is required for insurance payment.

### **Action recommended by the IDHA Bylaws Committee:**

Adopt     Adopt as amended     Refer     Reject     Other

### **Action recommended by the IDHA Board of Directors:**

Adopt     Adopt as amended     Refer     Reject     Other

### **Final Action:**

Adopted     Adopted as amended     Referred     Rejected     Other





## Proposed IDHA Resolution #: 2020-8

Submitted by: Indiana representatives of the 2020 ADHA House of Delegates

BE IT RESOLVED THAT IDHA: advocates for all dental hygienists to be issued a W2 by their permanent or temporary employers with appropriate government withholdings made from their wages

Justification: The 2020 ADHA House of Delegates passed the following resolution: "The American Dental Hygienists' Association supports the federal government's Fair Labor Standards Act in which dental hygienists must, as employees, be issued a W2 by their permanent or temporary employers with appropriate government withholdings made from their wages, as appropriate to this statute." (ADHA Policy Manual, pg. 15, Fair Labor Standards Act 9-20)

Furthermore, this resolution helps to maintain the value and worth of dental hygienists in the healthcare industry. According to the U.S. Bureau of Labor Statistics, 219,800 hygienists were employed in 2018. Most dental hygienists are classified as employees, not independent contractors per the federal labor laws. Many hygienists across the country find temporary work with traditional dental offices. Problems occur when employers do not wish to issue the hygienist a W2 or withhold appropriate taxes, instead telling the hygienist they are independent contractors and must take responsibility for withholdings themselves.

### Action recommended by the IDHA Bylaws Committee:

Adopt     Adopt as amended     Refer     Reject     Other

### Action recommended by the IDHA Board of Directors:

Adopt     Adopt as amended     Refer     Reject     Other

### Final Action:

Adopted     Adopted as amended     Referred     Rejected     Other



## **Proposed IDHA Resolution #: 2020-9**

Submitted by: IDHA Administrative Council & Indiana representatives of the 2020 ADHA House of Delegates

BE IT RESOLVED THAT IDHA: advocates for the elimination of the patient procedure-based, single encounter clinical examination for candidates who are graduates of Commission on Dental Accreditation (CODA) accredited dental hygiene programs and who are eligible to take the National Board Dental Hygiene Examination.

Justification: The American Dental Hygienists' Association supports elimination of the patient procedure-based, single encounter clinical examination for candidates who are graduates of Commission on Dental Accreditation (CODA) accredited dental hygiene programs and who are eligible to take the National Board Dental Hygiene Examination. (ADHA Policy Manual, pg.15, Examination 1S-18/1-08)

### **Action recommended by the IDHA Bylaws Committee:**

Adopt     Adopt as amended     Refer     Reject     Other

### **Action recommended by the IDHA Board of Directors:**

Adopt     Adopt as amended     Refer     Reject     Other

### **Final Action:**

Adopted     Adopted as amended     Referred     Rejected     Other