**Figure S1.** University of Iowa Hospitals and Clinics Safety Event Algorithm. SE = Safety Event; PSN = Patient Safety Net; CMO = Chief Medical Officer; MD = Medical Doctor; CORS = Co-worker Observations Reporting System; APP = Advanced Practice Provider; CNO = Chief Nursing Officer.

\*Reckless provision of care involves a conscious disregard of substantial and unjustifiable risk CORS messenger

member

Report to CNO or appropriate senior leader