

POLICY MANUAL

Subject: Staff Refusal to Provide Care

Effective Date: 3/1/97

Initiated By: Cinde Stewart Freeman
PI Coordinator

Approved By: Billie Alexander Avery
Chief Operations Officer

Review Dates: 12/02 CSF; 03/07 cdb
09/08 cdb; 01/12 cdb; 04/13 cdb, 3/14 cdb

Revision Dates: 6/22/99 CSF

POLICY:

Cumberland Heights does allow its staff to state objections to dealing with certain clients or specific aspects of their care to the degree that the quality of patient care remains unaffected as a whole.

PROCEDURE:

1. When an individual encounters a patient situation with which s/he does not choose to participate, the employee should notify their supervisor immediately.
2. The supervisor is responsible for considering alternative methods of meeting the patient care need and for utilizing the staff member elsewhere. Patient care needs are considered to be the more important of the two factors.
3. If a continuing pattern of such requests occurs, the supervisor will meet with the employee to determine if the employee is able to meet the requirements of the particular position.
4. Job descriptions spell out the specific populations and/or sets of circumstances commonly encountered with which the employee is expected to work in a given position. These are reviewed prior to and at the time of hire.
5. An employee who finds s/he is unable to meet the conditions of work may apply for an appropriate transfer within the organization if a suitable position for which the employee is qualified is available.