

# **AM-KHN**

# **SABBATH OBSERVANCE**

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## **PURPOSE:**

The purpose of the policy is to provide guidelines, principles and parameters that will enable all Kettering Health Network (KHN) stakeholders (employees, physicians, patients, visitors, and the community) to have a clear understanding of the meaning of the seventh-day Sabbath as it relates to the operation of all KHN entities.

## **POLICY:**

Kettering Health Network Mission

KHN is committed to improving the quality of the lives of the people of our communities through “whole person” (physical, emotional, spiritual) health care and education.

We are dedicated to excellence and to providing each individual the most appropriate care in the most appropriate setting.

In the spirit of Seventh-day Adventist health care ministry, allopathic and osteopathic medicine; we strive to be innovative, tend to the needs of the body, mind and spirit of those we serve and convey God’s love in a caring environment.

The Adventist healthcare heritage understands itself as a continuation of “the healing ministry of Christ.”

The Principles and Rationale of the Policy

It is essential that a policy informing Sabbath observance include principles which will enable stakeholders to appreciate the meaning of the Sabbath from a Seventh-day Adventist perspective. The intent of these principles is to either guide or provide clear parameters that will enable decision making that is consistent with beliefs concerning the Sabbath. These principles include:

1. The Sabbath is a day of rest and spiritual renewal.
2. The Sabbath is a day of healing.
3. The Sabbath is a day which honors God as creator, redeemer and sustainer.
4. The Sabbath was made for people, not people for the Sabbath. Mk 2:27
5. Adventist healthcare heritage, as in osteopathic medicine, is rooted in healing the whole person.
6. Adventist healthcare attempts to continue the healing ministry of Jesus Christ.
7. Compassion for those who are suffering is integral to Christian faith.
8. It is right to do good on the Sabbath.
9. The Sabbath begins at sundown Friday and ends at sundown Saturday.

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### **Kettering Health Network (KHN) Organization-Wide Policy**

KHN adopts this policy for Kettering Medical Center, Sycamore Medical Center, Grandview Hospital and Medical Center/Southview Hospital, Greene Memorial Hospital, Soin Medical Center, Fort Hamilton Hospital, Troy Hospital, all hospital off-sites, and KHN Support Services.

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## Sabbath Observance Parameters

The publication, “The Mission of Adventist Healthcare” states,

“One of the distinguishing marks of Adventism is the observance of the weekly Sabbath established in Eden. Jesus modeled the observance of the Sabbath by attending the place of worship and caring for the sick on this day. Thus, it must be recognized that while the concepts of worship and rest from weekly work are enjoined in the biblical explanation of how to keep the Sabbath, so also is caring for the sick.” Page 32.

Guidelines included in “The Mission of Adventist Healthcare”

1. The first Sabbath principle is to do whatever is best for the inpatient, outpatient and community.
2. The second principle is to make the Sabbath experience one of celebration and joy and offer services to patients and visitors generously and graciously.
3. If work, including patient care, can reasonably be deferred to another day, defer it.
4. Encourage Adventist employees to take their fair share of Sabbath shifts so they can model for people of other faiths the ways in which a Sabbath atmosphere can be maintained.
5. Employees are encouraged to serve the community by accepting off-campus assignments.

The following statements represent fixed parameters for all KHN sites:

1. Proper Sabbath observance, as demonstrated by our Lord, includes providing relief to suffering humanity. In harmony with this humanitarian guideline, all patient-oriented health care services, procedures or treatment will be carried out as ordered.
2. Departments not directly affecting patient care will be closed but designated persons may carry out essential functions from these departments.
3. Employees choosing to attend an educational event during the Sabbath should make such decisions based upon their own beliefs and conscience, and those choosing not to participate should not be penalized.
4. KHN does not allow on-campus technical, vocational training during designated Sabbath hours. On-campus educational events (e.g., wellness, health promotion, disease prevention) intended to improve the quality of life for the people in our communities are appropriate during designated Sabbath hours, as approved.

## Questions for Consideration

The following questions shall be carefully considered by leadership sponsoring an event taking place during the Sabbath:

1. How does this activity contribute toward fulfilling the mission of KHN?
2. In what way does this activity communicate an integral aspect of Adventist Healthcare?

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3. In what way does this activity convey concern for the patient or community?
4. In what way does this activity enhance the Adventist understanding of the Sabbath as a day of rest and whole person healing?
5. What is the value of providing this service or conducting this activity during Sabbath hours?
6. If a procedure were to be provided at a time other than during the Sabbath, in what way would this adversely affect the patient and/or caregiver, the community?
7. Is it consistent with the model of Sabbath service Jesus provided?

## Evaluating the Application of the Policy

The President of each division will be responsible for evaluating how the policy has been applied to specific situations and that the policy is being used to help guide decision-making. Any exceptions to this policy must be approved by the President of the division seeking the exception.

<b>SPONSORING DEPT:</b>	Administration
<b>DEPARTMENTS AFFECTED:</b>	All KHN Departments
<b>DATE OF ORIGIN:</b>	10/12/81
<b>LAST REVIEWED:</b>	7/20/06, 6/08, 1/12
<b>LAST REVISED:</b>	4/19/07, 7/31/08, 4/15/09, 12/14, 1/18
<b>REPLACES:</b>	
<b>APPROVED BY:</b>	Network Leadership Group (2/20/18) Administrative Finance Council (2/20/18)
<b>EFFECTIVE DATE:</b>	2/20/18

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