



LOMA LINDA
UNIVERSITY
MEDICAL CENTER

LOMA LINDA UNIVERSITY MEDICAL CENTER

OPERATING POLICY

CATEGORY:	HUMAN RESOURCE MANAGEMENT	CODE:	I-65
SUBJECT:	ETHICAL CONFLICTS REGARDING PATIENT CARE ISSUES: STAFF RIGHTS	EFFECTIVE:	05/2017
		REPLACES:	04/2014
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STATEMENT OF PHILOSOPHY:

LLUMC strives to meet the physical, social, psychological, and spiritual needs of all its patients. It also recognizes the rights of its employees to request not to participate in an aspect of patient care, including treatment, where there is a perceived conflict with the employee's cultural values, ethics, or religious beliefs. The patient's identification should be differentiated from the intervention or treatment being offered for which an employee has an objection. Employees are not permitted to opt out of care for a patient based solely on a patient's race, ethnicity, religion, socioeconomic status or sexual identity/orientation.

1. Department heads/designees who conduct pre-employment interviews shall, after reviewing with potential employees the responsibilities of the job, inform them of policies which may influence the desire for employment and inquire as to whether prospective employees perceive conflict with their cultural values, ethics, or religious beliefs.
2. The department head/designee shall request that employees put in writing all concerns regarding those specific aspects of care, including treatment, that are/may be in conflict with their cultural values, ethics, or religious beliefs. This document shall be maintained in the official personnel file at Human Resource Management (HRM) and the department employee file.
3. The department head shall discuss with employees possible alternatives, which could include:
 - 3.1 Assigning or transferring the employee to another patient whose care does not create conflict, if appropriate to his or her competence and experience.
 - 3.2 Assignment of another staff member to provide the aspect of patient care, including treatment, which is in conflict with the employee's values, ethics, or religious beliefs.
 - 3.3 Attempting to transfer to another patient care environment when a position in another unit becomes available.
 - 3.4 If such assignment is not feasible at any particular time, the employee may choose not to work and take vacation time, if accrued, or not be paid for the remainder of the day, subject to the minimum requirement of work in a day.

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4. The department head shall ensure that all actions taken to comply with the provision of this policy shall preclude negative effects on the patient's care, including treatment. To the extent necessary, this shall be done by assigning another qualified employee to provide the patient's care, including treatment.
5. The department head shall ensure that any actions taken to comply with the provision of this policy will have no negative impact on the employee's employment status.

APPROVED: Hospital Executive Leadership, LLUMC Chief Executive Officer, LLUMC Chief Nursing Officer