



LOMA LINDA
UNIVERSITY
MEDICAL CENTER

LOMA LINDA UNIVERSITY MEDICAL CENTER

OPERATING POLICY

CATEGORY:	HUMAN RESOURCE MANAGEMENT	CODE:	I-73
SUBJECT:	EMPLOYEE-PATIENT RELATIONSHIPS	EFFECTIVE:	05/2018
		REPLACES:	06/2015
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PURPOSE:

To build a cordial and helpful relationship between LLUMC employees and the patients we serve is an essential part of our healing ministry. Our helpfulness may be diminished, however, if the relationship extends beyond the established and historic parameters of the professional setting. Therefore, to best serve our patients and to prevent professional, legal, and ethical problems, the employee-patient relationship should not continue beyond the time or setting of treatment/care.

1. Employee-patient relationships shall be initiated for the therapeutic benefit of patients and shall be of a professional nature, in accordance with the LLUMC mission and philosophy.
2. Personal relationships (e.g., friendship, romance/dating) whether in the inpatient or outpatient setting, shall be prohibited, including the period of treatment and then post-discharge for one year (exception: relationships of a personal nature which existed prior to the patient's admission/treatment at LLUMC).
3. Employees who have personal relationships with patients who seek admission/treatment shall be responsible for informing the physician or other director of the treatment team of that relationship. When feasible, direct care of the patient shall be performed by other employees without interference from the employee who is the person in relationship with the patient.
4. Failure to comply with these provisions shall be cause for discipline, up to and including termination.

APPROVERS: Hospital Executive Leadership, LLUMC Chief Executive Officer