

HACKETTSTOWN REGIONAL MEDICAL CENTER
Administrative Policy and Procedure

SECTION: ADMINISTRATION

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TITLE: PATIENT CARE ASSIGNMENT REFUSAL POLICY
(Conscientious Objection to Patient Care)

PURPOSE:

To define the mechanism by which employees can be relieved of patient care if that care is in conflict with their cultural, ethical or religious beliefs.

PROCEDURE:

1. All employees have the right to request to be excused from participating in any aspect of a patient's care or treatment if that care or treatment is in conflict with the employee's cultural, ethical or religious beliefs.
2. During the initial interview process in Human Resources, an opportunity is presented for all candidates to review the job description to ensure they understand all aspects of care required of the position.

The employee will:

- Notify his/her immediate supervisor of the request to be excused from case if a situation arises during a prescribed treatment or care of patient.
 - Obtain the decision on the request within the timeframe of the shift.
 - Request in writing to the Administrative Director within 24 hours of the verbal request and a copy must be forwarded to Human Resources.
 - Responsible for providing appropriate patient care until alternate arrangements can be made.
3. Reasonable accommodations for all justifiable employee requests for exclusion from patient care or treatment resulting from a conflict with the employee's personal values or beliefs.
 4. In no instances will the mission of the organization be compromised as a result of granting an accommodation. Treatment and care will be provided to all persons in need without regard to disability, race, creed, color, gender, national origin, lifestyle or ability to pay.
 5. Refusal to provide care will result in disciplinary action up to and including termination and under no circumstances will a request be granted if it is felt that doing so would negatively affect the care of the patient.