

**HACKETTSTOWN REGIONAL MEDICAL CENTER
CARDIO PULMONARY POLICY MANUAL
STAFF RIGHTS**

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Policy No: 1.013
Origin: Cardio Pulmonary
Authority: Cardio/Pulmonary Manager
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Scope: All members of the Cardio-pulmonary Department.

Purpose: This Hospital respects the rights of an employee to refuse to care for a patient or participate in an aspect of patient care that is in conflict with the spiritual, ethical or cultural beliefs of that employee. The Hospital assures that there will be no negative impact on the care and treatment of any patient.

All patients regardless of spiritual, cultural or ethical belief are entitled to the same quality and level of care. If a staff member is unable to provide that uncompromised level of care due to a conflict in beliefs, alternative staffing patterns will be used.

Procedure:

- When an employee has identified a conflicting belief that will compromise care, a request in writing is made to his/her immediate supervisor so that an alternate assignment can be made. The written request will include the cultural, ethical or religious reasons, as well as the aspect of care or service from which the employee wishes to be excused. If the employee requires specific scheduling to allow time for prayer, efforts will be made to arrange the schedule to meet the requirement. Split shifts or split days off might be necessary in order to meet specific scheduling needs.
- The supervisor will notify the employee and any other departments or personnel necessary of the accommodation. In the event of an emergency, the employee understands he/she will be expected to perform the assigned duties so that delivery of care or services to patients is not negatively affected.
- In the event the employee refuses to perform his/her assigned duties, should an emergency occur, the employee will be given a leave of absence from his/her current position and the incident will be reviewed.
- If the supervisor is unable to accommodate the employee, he/she will be allowed to pursue other job opportunities within the hospital that do not conflict with his/her spiritual, ethical or cultural beliefs.