

# JUVENILE COURT HEALTH SERVICES

Subject: <b>STAFF RIGHTS</b>	Original Issue Date: 10/1/13	Policy # <b>J-207</b>
	Supersedes: 6/2/18	Effective Date: 6/29/2021
Departments Consulted: Medicine Nursing Human Resources	Approved By:  (Signature on File) Health Services Administrator  (Signature on File) Nursing Director	Approved by:  (Signature on File) Medical Director

## PURPOSE

To identify a mechanism for addressing an employee's request not to participate in an aspect of patient care.

## POLICY

The JCHS health care providers are expected to render care to all youth who seek treatment at our facilities. However, the organization will address an employee's request not to participate in any aspect of patient care, including treatment, where there is a perceived conflict with the employee's cultural values, ethics, or religious beliefs. Examples of these are therapeutic abortions, etc.

## PROCEDURE

- Employees are notified of this policy during incoming orientation by the Office of Human Resources and the assigned department.
- Employees wishing to submit a request not to participate in an aspect of patient care (e.g., abortions, blood or working on a recognized religious holiday or day of worship) must submit a written request.
- JCHS Managers who are notified of an employee's request of refusal to provide an aspect of patient care shall immediately notify the Office of Human Resources for consultation. Managers shall ensure that patient care and treatment is provided by establishing alternative methods of care delivery.
- Employees will be notified of the expectation to render appropriate care or services in an emergency situation so that the delivery of care or services are not negatively affected.

## REFERENCES

LAC+USC Policy #546, Staff Rights

## REVIEW DATES

July 9, 2011; January 28, 2013; October 1, 2013; June 2, 2018; June 29, 2021