

## HIGH DESERT HEALTH SYSTEM AMBULATORY SURGICAL CENTER

<b>SUBJECT:</b> II-118 STAFF RIGHTS	<b>POLICY #:</b> 1051
<b>APPROVED BY:</b> Aram. Messerlian (CHIEF PHYSICIAN I ANESTHESIOLOGY), Beryl Brooks (ADMR, COMP AMB HEALTH CARE CENTER), Leila Adriano (NURSE MANAGER)	
<b>DATE APPROVED:</b> 06/28/2016	

**PURPOSE:** To allow employees to exercise their rights to not participate in certain aspects of patient care or treatment under certain circumstances.

**POLICY:** Employees may refuse to participate in certain aspects of patient care or treatment for cultural, religious or ethical reasons.

**PROCEDURE:**

- A. The aspects of patient care of treatment that an employee may or may not elect to participate in include:
  - 1. Abortion, including after- rape treatment
  - 2. Sterilization procedures (in males and females)
- B. The employee must notify their supervisor (ASC Medical Director or Nursing Director) in writing of the decision not to participate in the care or treatment of a patient.
- C. The written notification must be dated, signed and include what aspect of the care or treatment the employee is refusing to participate in and the reason for this decision.
- D. This request will be reviewed by the supervisor, discussed with the employee and placed in the employees personnel file.
- E. No employee will be subjected to any adverse action or evaluation for exercising his/her rights under this policy.
- F. The supervisor will make coverage arrangements to avoid compromise to patient care.

<b>Original Date:</b> 07/01/2003
<b>Reviewed:</b> 09/19/2017
<b>Next Review Date:</b> 09/19/2020
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