

# LAC+USC MEDICAL CENTER POLICY

Subject: <b>STAFF RIGHTS</b>		Original Issue Date: 6/01/95	Policy # <b>546</b>
		Supersedes: 5/9/17	Effective Date: 10/30/20
Departments Consulted: DHS Human Resources Medical Administration Nursing Services Human Resources Committee	Reviewed & Approved by: Attending Staff Association Executive Committee Senior Executive Council	Approved by:	
		(Signature on File) Chief Medical Officer	
		(Signature on File) Chief Executive Officer	

## PURPOSE

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

## POLICY

The LAC+USC Medical Center health care providers are expected to render care to all patients who seek treatment at our facilities. However, the Facility 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 abortions, blood transfusions, etc.

## PROCEDURE

- Employees are notified of this policy during incoming orientation by the DHS Human Resources and the assigned department.

Employees wishing to submit a request not to participate in an aspect of patient care, i.e., abortions, blood transfusions, or working on the Sabbath, must submit a written request far in advance of the provision of treatment, care or service.

- LAC+USC Managers who are notified of an employee's request of refusal to provide an aspect of patient care shall immediately notify the facility On-Site 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, treatment, or services is not negatively affected.
- While the request is being considered, the employee must be relieved of the duty to perform the aspect of care, treatment or service in question.

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**RESPONSIBILITY**

Administrators  
DHS Human Resources  
Department Managers  
Supervisors

**REFERENCES**

California Business & Professions Code, §733(b)(3)  
Joint Commission Human Resources Standards HR.01.04.01

**REVISION DATES**

February 26, 1999; April 9, 2002; April 19, 2005; October 03, 2008; February 11, 2014; May 9, 2017; October 30, 2020