

# Beaumont® | HEALTH SYSTEM

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Prepared By <b>Corporate Human Resources</b>		Prior Issue Date <b>08/01/12</b>	Issue Date <b>06/01/15</b>

  

**GENERAL**

It is the policy of Beaumont Health System to recognize and accommodate requests made by members of staff to not participate in any aspect of patient care that might conflict with the staff member's religious, ethnic or cultural values or beliefs. Such requests shall be accommodated to the extent possible while ensuring that patient care and treatment are not compromised or jeopardized.

**CONDITIONS**

If a staff member believes that certain aspects of patient care are contrary to his/her religious, ethnic or cultural beliefs, the employee shall state in writing the following:

- The employee's name.
- The employee's department.
- The reason for the request to be excused from participation.
- The aspect of patient care that conflicts with the employee's religious, ethnic or cultural beliefs.

Such requests shall be submitted to the employee's department manager who shall review and evaluate the request. It is the responsibility of the department manager to determine whether the request will in any way adversely impact or compromise patient care. If such accommodation is possible, the assignment will be delegated to another staff member.

However, if circumstances arise which prevent the accommodation at any point due to an emergency situation; the requesting employee shall be expected to perform all assigned duties so as not to negatively affect the delivery of patient care. If the employee refuses, the employee will be relieved of duty and may be subject to corrective action.

If a request for non-participation cannot be accommodated, the employee may be allowed to explore job opportunities within the health system where such accommodation may be possible.

**NOTIFICATION OF NON-PARTICIPATION**

Newly-hired employees shall be informed of the Staff Deference Policy during the orientation process.

## HUMAN RESOURCES, CORPORATE

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<p><b><u>TREATMENT ISSUES</u></b></p>	<p>Employees may request to not participate in various types of patient care procedures and/or treatments which include but are not limited to:</p> <ul style="list-style-type: none"> <li>▪ Abortion</li> <li>▪ Sterilization</li> <li>▪ Withdrawing or withholding of life sustaining treatment</li> <li>▪ Dispensation of medication that may place the patient and/or fetus at risk</li> <li>▪ Organ procurement</li> <li>▪ Blood transfusions</li> <li>▪ Use of experimental drugs, procedures and treatments</li> <li>▪ Vaccines or immunizations</li> <li>▪ Administration of pharmacological agents in the terminally ill</li> </ul> <p>Employees requesting non-participation in such patient care procedures and/or treatments shall provide appropriate pre-care and post-care to patients as necessary as well as other related duties (i.e., pick packs, instruments, set-up rooms, etc.).</p> <p>Refer to the following related Nursing policies for detailed information regarding the rights of staff members:</p> <ul style="list-style-type: none"> <li>▪ Ethical Issues</li> <li>▪ Sterilization</li> <li>▪ Medical Interruptions of Pregnancy</li> <li>▪ Pregnant Health Care Workers, Guidelines for Counseling Regarding Infectious Diseases</li> <li>▪ Patients' Rights and Responsibilities</li> </ul>
<p><b><u>INQUIRIES</u></b></p>	<p>Questions regarding the Staff Deference Policy No. 268 should be directed to Human Resources.</p>
<p><b><u>DETAILED PROCEDURES</u></b></p>	<p>None</p>

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