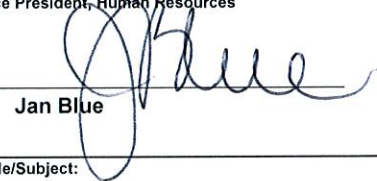

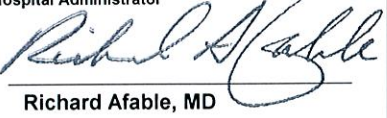


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	Effective Date:	03/01/2010		
	Supersedes Date:	03/01/1998		
	Original Date:	11/01/1996		
Signatures of Policy Reviewers				
Vice President, Human Resources	Vice President and General Counsel	Hospital Administrator		
 Jan Blue	 Terri Cammarano	 Richard Afable, MD		
Title/Subject: EMPLOYEE RIGHTS (CULTURAL OR RELIGIOUS)				

1.0 PURPOSE:

1.1 Employees involved with direct patient care have the right to request non-participation in a specific aspect of patient care or treatment based upon their cultural values or religious beliefs. It is every manager's responsibility to make every effort to accommodate a request and ensure that the delivery of care is not negatively impacted.

2.0 POLICY:

- 2.1 Any employee involved in direct patient care is authorized to request non-participation in any aspect of patient care on the basis of cultural values or religious beliefs.
- 2.2 Specific aspects of patient care or treatment where situation may result in a perceived conflict with the employee's cultural values or religious beliefs include, but are not limited to:
- 2.2.1 Abortion
 - 2.2.2 Advance directives restricting life support measures
 - 2.2.3 Termination of life support assistance in the presence of irreversible death
 - 2.2.4 Elective sterilization
- 2.3 An employee's request for non-participation must be made as soon as the employee knows there is a conflict.
- 2.4 There will be no retaliation against an employee who requests non-participation in patient care on the basis of cultural values or religious beliefs.
- 2.5 Management may require reassignment of the employee if the unit/departmental operations would be compromised by granting the employee's request.

3.0 PROCEDURE:

3.1 An employee requesting non-participation must submit a formal written request to the Department Head. Requests must include the aspect of patient care in which the employee is seeking to decline participation and must specifically state the basis upon which this request is being made. The Department Head will review all requests and may ask for documentation confirming the employee's participation and/or membership in an organization which promotes the beliefs under which the employee requests non-participation in patient care.

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- 3.2 When the request is granted, it is the responsibility of the Department Head to ensure that the delivery of care is not affected and that another provider of care be assigned or that an alternative method of delivery occurs.

- 3.3 Under no circumstances will an employee abandon the care of a patient before the request is granted and appropriate coverage for providing patient care has been arranged by the Department Head or designee.

- 3.4 An employee who believes his/her request of non-participation was denied contrary to this policy may request additional review through the Conflict Resolution Procedure (HR Policy #07-3-535).

Policy Originator: Human Resources

Filename: 07-3-055 – Employee Rights (Cultural or Religious)