|  |  |  |
| --- | --- | --- |
| Cultural Values, Ethical Principles, & Religious Beliefs | **Last Revision:** | February 2015 |
| **Last Reviewed:** | May 2018 |
| **Applies to the following THA Group of Companies:**  | * Island Health Care
* Island Hospice
* Independent Life at Home
* RightHealth®
* Integuhealth
* PallationChoices
 |
| **Included in the following THA Manual:** | Administrative Policies & ProceduresEthics, Rights, & Responsibilities |

**POLICY**

The organization recognizes its responsibility to provide care for any and all clients. The organization also respects the employee’s cultural values, ethical principles, and religious beliefs without compromising the continuity of patient care.

**PROCEDURE**

1. At the time of employment, the employee is encouraged to notify their supervisor when cultural values, ethical principles, or religious beliefs are in conflict with a specific aspect of patient care. This is documented, dated, and signed by the employee and supervisor and included in the employee’s personnel file. No such request results in punitive action toward the employee.
2. The supervisor makes every attempt to honor or regard the employee’s cultural values, ethical principles, and/or religious beliefs while, at the same time, ensuring that the patient’s care is not compromised. When at all possible, the supervisor will assign another competent caregiver to the particular task or aspect of patient care.
3. The employee’s supervisor and the VP of Talent Management collaborate to resolve any conflicts that arise due to an employee’s request not to participate in the care of a patient or when the employee’s cultural values, ethical principles, or religious beliefs prevent the employee from providing needed services.