

**STAFF RIGHTS REGARDING PATIENT CARE****RI.14****Page 1 of 1**

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**PURPOSE**

To establish a mechanism to review employee refusal to provide care while ensuring uninterrupted patient care.

**POLICY**

Agency will implement measures to ensure continuity of patient care when an Agency staff member refuses to or has a conflict providing care.

Ethical, cultural, and religious beliefs of Agency staff that conflict with ordered care will be reviewed on a case-by-case basis. Agency will make every effort to accommodate the needs of the employee.

**PROCEDURE**

1. As soon as the employee is aware of conflict between the ordered care and his/her personal beliefs, the employee will notify his/her Supervisor.
2. The Supervisor will reassign the patient as soon as possible.
3. The specific conflict will be documented and reviewed in conjunction with the employee's performance appraisal.