

| Institutional Handbook of Operating Procedures<br>Policy 09.11.02 |   |
|---|---|
| Section: Clinical Policies  | Responsible Vice President: Vice President of Human Resources |
| Subject: Personnel Issues   | Responsible Entity: Human Resources                           |

## I. Title

*Employee Conflict with Prescribed Patient Treatment*

## II. Policy

- A. The University of Texas Medical Branch (UTMB) respects its employees' cultural values, ethics, and religious beliefs, and realizes that these may at times conflict with the patient care an employee is asked to provide. In such instances, the employee may request to be relieved of performing the prescribed treatment. Provided patient care is not compromised, the employee's request will be granted.
- B. UTMB reserves the right to refuse to accommodate or honor such objections in cases where doing so might interfere with or jeopardize patient care, or if it will constitute an undue hardship on the conduct of UTMB's business.
- C. Applicants are given the opportunity to discuss potential conflicts based on the job description and/or unit-specific job description during the interview process.
- D. UTMB complies with applicable federal and state laws and regulations, and strives to maintain an environment which does not discriminate against applicants or employees on the basis of race, color, national origin, sex, age, religion, disability, sexual orientation, gender identity or expression, genetic information, or veteran status.

## III. Procedures

- A. An employee who wishes to inform the institution of their conflict with the prescribed patient care must provide a written statement to their supervisor outlining the objection to performing the procedure or care based on strong religious, ethical, or cultural beliefs. The employee must also provide care in an emergency situation until alternate arrangements can be made.

Note: If the employee does not agree to render care to a patient in an emergency situation, the employee is subject to disciplinary action.

- B. The supervisor will review the issue with the employee and determine if a transfer is needed to another area where this conflict is less likely to occur. The written request will be forwarded to Human Resources Employee Relations Division. Pending a decision, the supervisor will make every effort to temporarily accommodate the employee's request through reassignment or by altering the employee's job duties. The supervisor is responsible for ensuring continuity of patient care.
- C. Human Resources Employee Relations and the entity leader or designee will consider each

request and make a determination. Once a decision is rendered, the supervisor and employee will be notified by Human Resources Employee Relations.

**IV. Dates Approved or Amended**

|                               |                          |
|-------------------------------|--------------------------|
| <i>Originated:</i> 02/01/1997 |                          |
| Reviewed with Changes         | Reviewed without Changes |
| 04/06/2009                    |                          |
| 08/27/2025                    |                          |

**V. Contact Information**

Human Resources Employee Relations  
(409) 772-8696