Section 9	Clinical Policies	02/01/97 - Originated
Subject 9.11	Personnel Issues	04/06/09- Reviewed w/ changes - Reviewed w/o changes
Policy 9.11.2	**Employee Conflict with Prescribed Patient Treatment**	Human Resources - Author

Employee Conflict with Prescribed Patient Treatment

Policy

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.

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.

Applicants are given the opportunity to discuss potential conflicts based on the job description and/or unit-specific job description during the interview process.

UTMB will not discriminate against an employee based on their cultural values, ethics, or religious beliefs.

Procedure

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 <u>subject to disciplinary action</u>

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.

Procedure, continued

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.