

## SERENITY BEHAVIORAL HEALTH SYSTEMS

**SUBJECT:** Employee Right To Be Excluded From Client Care  
**POLICY NUMBER:** HR-27.00  
**EFFECTIVE DATE:** June 1997  
**SUPERSEDES:** N/A  
**LAST REVISION DATE:** May 2010

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### **POLICY:**

It is the policy of Serenity Behavioral Health Systems (SBHS) to have a mechanism by which an employee may request to be excused from participating in any aspect(s) of a client's care or treatment in situations where the care or treatment presents a conflict with the employee's cultural values, sense of ethics or religious beliefs. In no instance will any aspect of client care or the mission of SBHS be compromised. Treatment and care will be provided without regard to disability, race, creed, color, gender, national origin, or lifestyle.

### **PROCEDURES:**

- I. Every effort will be made to help potential employees identify all aspects of their position so that any sensitive areas can be addressed before an employee accepts a position (through post-offer interviews, detailed job descriptions, etc).

If there are areas in which the potential employee voices concern, resolution will be made at that time.

- II. Situations may arise in which the prescribed course of treatment or care of a client may be in conflict with the personal values or beliefs of a staff member. In such instances, it is the responsibility of the employee to immediately notify his/her supervisor or program manager of his/her concern(s) and request that he/she is excused from participating in that aspect of treatment of care. As permitted by the situation, the request must be made in writing as soon as reasonably possible, and include the specific aspects of care from which the employee is requesting to be excused and the reasons for making such a request.
  - A. The requesting employee is responsible for providing appropriate care until alternative arrangements can be made. Refusal to provide care will result in disciplinary action up to and including termination.
  - B. It may not be possible to grant a request due to staffing limitations. A request will not be granted if in doing so it would negatively affect the care of the person.

**SUBJECT: Employee Right to be Excluded From Patient Care**

**Policy #HR-27**

**Page 2 of 3**

III. SBHS will attempt to make reasonable accommodations for all justified employee requests for exclusion from client care or treatment resulting from a conflict with the employee's personal values or beliefs. Examples of such aspects of care that employees may have problems include:

- A. Group prayer
- B. Working with persons who have or are perceived to have contagious diseases
- C. Working with persons who have alternative lifestyles
- D. Working with persons who are physical or sexual abusers, child molesters

IV. The supervisor or program manager will meet with the requesting employee to discuss the request and come to resolution. In most cases, reassignment of the aspect of care can occur and resolution be reached. Employees may request a transfer to a program or position in which conflict of care issues are less likely to occur.

If resolution cannot be reached, the employee's request will be referred to the Chief Executive Officer and Human Resource Manager. The employee may be required to meet with them. Their determination is final. The Employee Grievance Policy does not apply in conflict of care issues.

**APPROVAL SECTION:**

\_\_\_\_\_  
Chief Executive Officer

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Date

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Committee Chairperson

\_\_\_\_\_  
Date

**RESCISSION SECTION:**

\_\_\_\_\_  
Chief Executive Officer

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Date

**REVIEW SECTION:**

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Committee Chairperson

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Date

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Committee Chairperson

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Date

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Committee Chairperson

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Date