POLICY TITLE: Staff Rights

DEPARTMENT: Human Resources
ORIGINATION DATE: 05/01/1997

CATEGORY: Associate Policies
EFFECTIVE DATE: 07/01/2012

SCOPE
This policy applies to all Centura Health facilities, practices, entities, and services ("Centura") and all Centura associates.

PURPOSE
To ensure staff rights are respected without compromising patient care.

STATEMENT OF POLICY
Quality patient care and related health services are the primary functions of Centura and all its facilities. Centura respects the religious, ethical, and cultural beliefs of its associates but cannot allow the quality or availability of patient care services to be compromised. In the event that a job assignment, task, or responsibility conflicts with a staff member’s cultural values, ethics, or religious beliefs, and the associate requests to not participate in an aspect of patient care, an attempt will be made to provide reasonable accommodation without negatively impacting patient care. Examples of the types of procedures which may qualify for such accommodation include blood transfusions, abortion procedures, reproductive sterilization, and the withdrawal of life-support measures.

PROCEDURE
Accommodation Requested
1. If, during the course of an associate’s employment, the associate has a conflict with participating in an aspect of patient care based on cultural values, ethics, and/or religious beliefs, the associate should immediately contact his/her supervisor without interrupting patient care. The supervisor (or manager/director, if available) should resolve the conflict in a manner that ensures patient care is not adversely affected.
2. Within fourteen (14) days of the initial conflict resolution by the supervisor, the associate should submit a written request for review by the Ethics Committee. The written request must include the specific aspect of patient care at issue, the basis for the ethical, religious, or cultural concern, the date and time of the original conflict, and the outcome of the original conflict resolution. The Ethics Committee will review the associate’s concerns and provide consultation to the manager/director regarding the appropriate resolution. The manager/director will then make a decision on the accommodation.
3. A written report of the request and resolution will be placed in the associate’s personnel file. An associate may include his/her written comments on the report.

Criteria for Considering a Reasonable Accommodation
At each point in the resolution process, the following criteria will be considered:
1. Care/treatment will not be interrupted, delayed, or otherwise compromised;
2. The ethical, religious, or cultural concern;
3. Availability of alternative methods of providing the care/treatment in question;
4. Avoidance of further questions/concerns; and
5. Cost and disruption on the organization.
Refusal to Provide Care
Refusal to provide care or actions on the part of the associate which result in interruption, delay, or otherwise compromise patient care are not acceptable.

DEFINITIONS
N/A

REFERENCES AND SOURCES OF EVIDENCE
For more information, refer to the Centura Integrity Standards and Corporate Responsibility policies.

POLICY VIOLATION
Any Centura associate who fails to abide by this policy may be subject to disciplinary action, up to and including termination.

REVIEW/APPROVAL SUMMARY

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<th>05/01/2001, 04/02/2011, 03/19/2012</th>
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<th>APPROVAL BODY(IES):</th>
<th>Senior Executive Council</th>
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