

POLICY TITLE: Ethics Advisory Council	
DEPARTMENT: Mission & Ministry	ORIGINATION DATE: 05/27/2012
CATEGORY: Ethics	EFFECTIVE DATE: 11/27/2012

SCOPE

This policy applies to all Centura Health operating entities, physician practices, and services (“Centura”) and all Centura associates.

PURPOSE

To set forth the scope of the Centura Ethics Advisory Council (EAC) and hospital/entity ethics committees which provide support for resolving ethical issues in all Centura operating entities.

STATEMENT OF POLICY

Each Centura operating entity will establish and maintain an ethics committee. Centura’s Mission & Ministry department will establish and maintain an EAC at the corporate level.

PROCEDURE**Ethics Advisory Council (EAC)**

1. The EAC is responsible to advise, support, and coordinate the activities of Operating Entity Ethics Committees (OEEC) throughout Centura operating entities. The EAC works collaboratively with the Centura Mission Advisory Council (MAC) to identify and address mutual issues and opportunities related to ethics among Centura operating entities.
2. The EAC’s membership is approved by the Senior Vice President(s) of Mission & Ministry and includes:
 - a. Centura Senior Vice Presidents of Mission & Ministry;
 - b. MAC representation;
 - c. OEEC representation;
 - d. Centura Corporate Responsibility representation;
 - e. Centura Health at Home representation;
 - f. Palliative Care representation;
 - g. Physician Practice Management representation;
 - h. Community representation; and
 - i. Other representation as needed to fulfill EAC’s responsibilities.
3. Attendance requirements: EAC members are expected to attend 75% of the meetings, in person or through phone call-in.
4. Chairperson responsibilities include:
 - a. Ensure that the EAC functions in an efficient and successful manner.
 - b. Facilitate communication to ensure issues and concerns are addressed, a consistent approach is taken with respect to ethical considerations, information is shared and received in an accurate and timely manner, and the MAC and Mission & Ministry leaders are kept updated.
 - c. Create, maintain and disseminate a system dashboard for ethics development activities and outcomes.
 - d. Lead the EAC through an annual evaluation, report of results and proposed response to the MAC and Senior Vice Presidents of Mission & Ministry.
5. EAC responsibilities include:

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- a. Inform OEEC of relevant regulatory requirements to ensure the care and services provided to the patients at Centura entities is supported by ethical positions and decision-making processes.
 - b. Advise Centura leadership of needs and challenges common to OEEC and to suggest appropriate actions needed to resolve such issues.
 - c. Facilitate and coordinate the exchange of resources and best practices among OEEC.
 - d. Support ethics committee orientation and education including training and certification for case consultation.
 - e. Coordinate involvement with related community organizations and functions such as the Colorado Health Ethics Forum and advocacy activities related to health care ethics.
 - f. Evaluate and establish ethics development priorities for Centura, creating new views and approaches to activities that enhance ethical practice and decision-making at all levels of the organization.
 - g. Direct implementation of the health ethics initiatives, using the Centura-wide dashboard.
 - h. Direct new/existing work groups/task forces to carry out health ethics initiatives.
 - i. Identify emerging trends regarding issues of health care ethics.
6. Decision-making process and authority: A quorum of 50% is required for decision-making and decisions will be made by majority vote. The EAC has full authority to make decisions within the scope outlined above. The only exceptions would be those requiring approval of some other decision-making body, such as decisions involving the commitment of operating and/or capital funds.
7. Annual review: The MAC will annually review and evaluate the performance of the EAC and its members in order to determine the effectiveness of the EAC.

Hospital/Entity Ethics Committees

1. Each operating entity establishes an ethics committee according to the guidelines established by the EAC (Attachment A) and reflected in each entity's specific Ethics Committee Charter.
2. The Ethics Committee Charter is developed with consideration of the unique needs of each operating entity and within the parameters of the approved EAC Ethics Committee Charter guidelines.
3. Ethics Committee Charters will be reviewed annually or in response to revisions to the EAC charter guidelines. A copy of each entity's Ethics Committee Charter will be forwarded to the EAC chairperson for information and reference.

DEFINITIONS

N/A

REFERENCES AND SOURCES OF EVIDENCE

N/A

POLICY VIOLATION

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

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REVIEW/APPROVAL SUMMARY**REVIEW/REVISION DATES:***(Dates in parentheses include review but no revision)***APPROVAL BODY(IES):** Senior Executive Council**APPROVAL DATE:** 11/27/2012

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ATTACHMENT A GUIDELINES FOR CENTURA HEALTH ETHICS COMMITTEES

Following are the basic elements and guidelines for developing a Centura Health Ethics Committee Charter as required by the Centura “Ethics Advisory Council” policy. The charter is the governing document that will remain in place and may be subject to infrequent revisions. Related policies, procedures and the development plan may require more frequent review and revision.

All Centura Health Ethics Committees will include in their charter:

- Purpose
- Scope
- Functions
- Membership and Length of Service
- Confidentiality
- Leadership and Structure
- Meetings
- Recordkeeping
- Evaluation and Reporting

Purpose

A concise statement outlining the role, function, and composition of the Ethics Committee.

Examples:

- *The Ethics Committee is a multi-disciplinary committee that educates and assists patients, staff, physicians and the community with ethical dilemmas in the health care setting. The efforts of the Ethics Committee are guided by the mission and core values of Centura Health and [insert name of hospital/entity].*
- *The Ethics Committee is a multi-disciplinary advisory committee that serves as a resource to administration, medical staff, associates, board members, patients and their families, and the external community in clarifying complex ethical issues arising out of the modern practice of medicine. The Ethics Committee is guided by the Ethical and Religious Directives (ERDs) for Catholic Health Services (or AHS directive) and [insert name of hospital/entity]’s mission and core values.*

Scope

A statement that:

1. Defines the organizational scope of authority and reporting;
2. Define role as a resource that operates in an advisory capacity and to mediate conflict with respect to both clinical and organizational ethics;
3. Outlines the reporting relationship and authority within the organization as authorized by the CEO, Medical Staff Committee, etc.;
4. Defines the relationship to the Board and other departments within the organization such as, but not limited to, Quality, Patient Safety/Risk, Administration, and Corporate Responsibility;
5. States responsibility to provide expertise in interpretation of the ERDs in Catholic hospitals.

Example:

- *The Ethics Committee has primary responsibility as an advisory body for:*
 - *Development and delivery of ethics education initiatives;*
 - *Development and review of relevant policies and procedures;*
 - *Provision of an ethics consultation service that is available 24 hours a day to any person; and*
 - *Coordination of the organization’s ethics development plan.*

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Functions

A section outlining, at a minimum, the three primary functions of an ethics committee:

1. Education
2. Policy Analysis & Development (advisory)
3. Consultation/Case Review
4. Additional Options:
 - a. Catholic identity (for Catholic hospitals/entities) to include interpretation of ERDs and Catholic teachings
 - b. Organizational ethics

Example:

The functions of the Ethics Committee include the following:

Education

- *Engage in self education including the ERDs (for Catholic organizations), ethical theory and principles, skills in case analysis, and ethics consultation;*
- *Perform periodic needs assessment and conduct educational outreach within the organization and external community; and*
- *Provide CME and CE-approved educational forums.*

Policy Analysis & Development

- *Review, revise, and develop policies and procedures associated with ethically relevant clinical issues;*
- *Ensure that policies are consistent with organizational mission, core values, and moral teachings; &*
- *Initiate policy needs assessment to identify and recommend policies that should be developed in order to meet current and future organizational needs.*

Consultation/Case Review

- *Conduct case consultation on an as needed basis;*
- *Conduct retrospective case reviews to identify opportunities for education and policy development; &*
- *Mediate ethical conflicts as requested.*

Membership and Length of Service

A statement specifying the membership, requirements of membership, and length of service. Membership will include diverse professions as well as diversity of gender and ethnicity.

1. Membership: Ideally ethics committees will have representatives from the following:
 - a. Physicians (mix if possible), depending on hospital/entity and availability
 - b. Nurses, including bedside or staff nurses
 - c. Community member(s) (e.g., university professor, professional ethicist, lawyer, etc.)
 - d. Entity administration, clinical and CMO, COO, CNO
 - e. Allied Health Associate
 - f. Chaplaincy, Pastoral Care, Mission Integration (including Mission leader)
 - g. Case Management, Social Worker
 - h. Palliative Care (when available); this is important as ethics consults decrease when this service is available in the hospital/entity. The relationship between the ethics consultants and palliative care providers is symbiotic.
 - i. Optional but recommended: Risk Management, Quality, & Patient Representative
2. Process of Appointment: A description of the process of appointment to the committee and which must include a requirement for an interview with the Mission leader or his/her designee. For CHI facilities, the Committee Chair must be approved by the mission leader and facility CEO.

Examples:

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- (For CHI facilities) Members are appointed, following invitation or application, by the Committee Chair per recommendation of the Mission leader. The Committee Chair is approved by the mission leader and facility CEO.
 - Members may be recruited or may apply for consideration to the Committee Chair. Members are appointed by majority vote of the Committee following an interview with the Mission leader.
3. Length of Service: A statement outlining the following:
- a. Term limit
 - b. Reappointment (if applicable)
 - c. Rotation process (2 or 3 years)
 - d. Attendance requirement (e.g., members are expected to attend a minimum of 75% of the time or at least 8 meetings per year)
 - e. Append position descriptions for members and chairs (Attachments B and C)

Confidentiality

A statement regarding confidentiality of all committee proceedings and requirements of members. Unless stated, all Ethics Committee deliberations are confidential and committee members may be required to sign a confidentiality statement (Attachment D).

Leadership and Committee Structure

1. Describe the reporting structure of the ethics committee within the organization.
Example: The Ethics Committee reports to the Office of Mission & Ministry.
Example: The Ethics Committee is funded by the Office of Mission & Ministry and reports to the Board via the Quality Council.
2. Define who is eligible to serve as chairperson and how he/she is selected.
Example: Only associates who have been selected to serve on the committee may serve as the chairperson. The chairperson serves for one year and may be elected to a second term as chairperson.
Example: The committee nominates and selects a chairperson from the membership on an annual basis, generally at their first meeting of the new fiscal year.
3. If applicable, define who is eligible to serve as co-chairperson and how he/she is selected.
 - a. *Examples: The committee is co-chaired by one physician member and one non-physician member of the committee. The co-chair must be selected from the committee and is selected at the same meeting as the chairperson, generally the first meeting of the new fiscal year.*
 - b. If the chairperson is not in attendance, the co-chair is responsible for chairing the ethics committee for that meeting.
 - c. If the chairperson is unable to fulfill the full extent of the term, the co-chair automatically becomes the chairperson for the remainder of the term. At the end of the term, the chair and co-chair process is followed to fill the positions.
4. Subcommittees may be used to accomplish the work of the committee and are appointed by the chair and co-chair and confirmed by the ethics committee. This should generally be done at the second meeting of the fiscal year. Subcommittees serve for the duration of the one-year term. Members may be reappointed for three successive terms.
5. Qualifications and duties for each subcommittee will vary. The following examples are recommended for consideration.
 - a. An executive subcommittee is comprised of chairperson, co-chairperson, chairperson elect, Vice President of Mission & Ministry, and subcommittee chairpersons. This group is responsible for coordination and administrative oversight of the ethics committee to include annual planning, reporting, assessment and members.
 - b. An education subcommittee would be comprised of members charged with needs assessment, planning and coordinating educational activities for the committee and the facility.

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- c. An advisory subcommittee would be comprised of members charged with tracking and reviewing ethics-related policies and procedures for the committee and the facility.
- d. A consultation subcommittee would be comprised of members charged with ongoing tracking, assessment and improvement of the ethics consultation service.
- e. A membership subcommittee would be comprised of members charged with recruitment of new members.

Meetings and Recordkeeping

Outline the general operating parameters of the committee including:

1. Frequency should be a minimum of ten (10) monthly meetings each year.
2. The agenda should be distributed at least three (3) working days in advance. Committee members may add items to the agenda by contacting the chairperson in advance of the meeting.
3. Guests may be invited to attend the committee meeting at the approval of the chairperson or co-chairperson.
4. The committee will make every effort to reach decisions on a consensus basis. If they are unable to reach consensus, the chairperson or co-chairperson may choose to take a vote. A simple majority decides.
5. Regular meeting minutes, which are not confidential, will be mailed out to the committee within ten (10) days of the committee meeting.
6. Confidential minutes and case consultation information will be located at the hospital/entity and available for review by the committee.
7. All minutes will be maintained in accordance with hospital/entity policy and applicable law.

Evaluation

A statement that defines the process to evaluate committee activities and opportunities to improve. Both self-evaluation and evaluation by outside sources is recommended. The following elements are required:

1. Case consultation evaluation will be performed following each consult (includes requestor).
2. Annual ethics committee development plans will include goals and objectives for the current fiscal year and will be provided to _____ [internal] and the EAC.
3. The committee will prepare an annual report to _____ [internal] and the EAC.
4. Annual self evaluation and outside evaluations will be completed.

ATTACHMENT B
POSITION DESCRIPTION – ETHICS COMMITTEE CHAIRPERSONS

WORKING TITLE:	ETHICS COMMITTEE CHAIRPERSON
APPROVED BY:	ETHICS ADVISORY COUNCIL
CREATED DATE:	AUGUST 2012
REVISED DATE:	
EXEMPTION STATUS:	N/A

POSITION SUMMARY
The Ethics Committee Chairperson/Co-Chairperson is charged with participating in self education so as to be knowledgeable in ethical theory; policies and procedures and practice guidelines. The Chairperson/Co-Chairperson will participate in periodic needs assessment and conduct education outreach both within the facility and in the community. As the Chairperson/Co-Chairperson, he/she will participate in case consultations when required as well as review consultations that have occurred using the Ethical and Religious Directives for Catholic Health Care Services (Catholic facilities) or Ethical Guidelines (Adventist facilities) as a guide. The Chairperson/Co-Chairperson will propose and/or review policies/protocols/ practices that may have ethical implications for patients/associates and the system.
EDUCATION REQUIREMENTS
<ul style="list-style-type: none"> • Knowledge of basic concepts in clinical & organization ethics • Willing and able to engage in process of ethical deliberation in a multi-disciplinary setting • Completion of committee orientation & training course
WORK EXPERIENCE REQUIREMENTS
<ul style="list-style-type: none"> • Working knowledge of the Ethical and Religious Directives for the Catholic Health Care Services or the Ethical Guidelines for the Adventist Health Care Services • Maintain strong, collegial working relationships within the facility • Skilled in meeting management and group facilitation • Prior experience with ethics consultation and committee membership is recommended
LICENSE/CERTIFICATIONS
<ul style="list-style-type: none"> • Completion of Ethics Associate Program through CHI preferred
POSITION DUTIES (ESSENTIAL FUNCTIONS, INCLUDE % OF TIME)
EDUCATION----25%
<ul style="list-style-type: none"> • Participate in on-going educational activities • Seek opportunities to provide education and support throughout the facilities • Participate in self-education including ethical theory; ethical analysis & consultation; facility policy, procedure and practice guidelines
CASE CONSULTATION---25%
<ul style="list-style-type: none"> • Provide expertise to members who are engaged in case consultation as requested • Participate in retrospective review of case consultations • Serve on the call list for case consultation
POLICY/PROTOCOL /PRACTICES REVIEW---25%
<ul style="list-style-type: none"> • Propose and/or review proposed policies/protocols/practices that have ethical implications • Participate in on-going policy and procedure review and recommendation
MEETING MANAGEMENT—25%
<ul style="list-style-type: none"> • Plan the agenda & preside at scheduled ethics committee meetings • Review minutes & all documentation related to recommendations, consultations and actions of the committee

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- Serve as a liaison between the committee and key constituencies, including direct reports, within the facility
- Direct committee & subcommittee activities & communication as needed between the meetings
- Work closely with the sponsoring and reporting structure of that facility---e.g. Mission & Ministry, Quality Committee, Administration, etc.

ORGANIZATIONAL COMPETENCIES
Mission

We extend the healing ministry of Christ by caring for those who are ill and by nurturing the health of the people of our communities.

CORE Values & STANDARDS OF BEHAVIOR

Integrity: Honesty, directness, and respect for commitments made.

Stewardship: Respectful use of all natural, human and financial resources.

Spirituality: Acknowledgment of its central role in facilitating mental, physical and emotional health.

Imagination: Creativity and innovation in all we do.

Respect: Respect for all persons and our Christian identify, heritage and missions of our sponsoring organizations.

Excellence: Striving to exceed the clinical quality, customer service and cost performance expectations of our customers.

Compassion: Sensitivity and responsiveness to persons in need.

Leadership: Uses appropriate interpersonal skills, styles and methods to guide individuals and/or groups toward organizational and department goal achievement. Develops positive working relationships with physicians, staff and community partners. Models behaviors in support of the mission of Centura.

Individual Effectiveness: Develops and maintains a team-oriented approach. Follows through on commitments while performing job responsibilities in a manner consistent with the organization’s mission and values. Uses resources effectively and efficiently while implementing strategies to increase revenue and reduce operational expenses.

Customer Service/Satisfaction: Seeks to provide services that exceed the expectations of customers by; anticipating and responding to customer/associate needs, measuring customer service via surveys, developing action plans to positively impact customer/associate satisfaction and integrating a service focus into daily routines.

Teamwork and Collaboration: Models teamwork via active participation as a team member on a departmental and organizational level, fosters collaboration among physicians and associates, recognizes and rewards the efforts and successes of individuals and teams. Seeks alliances, works well with others and strives to pursue collective goals. This competency includes building relationships, addressing conflict, collaboration with others, and creating a highly effective team.

Business Acumen: Understand Centura’s business model, industry and marketplace; demonstrates the cognitive ability to assess situations, diagnose problems and determine and appropriate course of action to enhance the effectiveness of the organization and in alignment with core values.

Change Management/Continuous Performance Improvement: Demonstrates the ability and willingness to continually enhance, improve and streamline operational processes and systems.

Engagement: Builds effective relationships with all others by willing the good of the other at all times. Uses effective listening and empathy and asks questions to understand what it is like to walk in another’s shoes. Creates and maintains a safe environment for conveying information openly, accurately and honestly, creates a common understanding amongst all parties.

Self-Management: Understand own strengths, growth opportunities, attributes, and emotions; models courage, authenticity, service, truth telling, love, and effectiveness; possesses the confidence in self to have confidence in others.

Developing Others: Provides development opportunities and supports others in their personal and professional objectives by offering and feed-forward and by creating a safe environment to be honest and take risks.

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ATTACHMENT C
POSITION DESCRIPTION – ETHICS COMMITTEE MEMBERS

WORKING TITLE:	ETHICS COMMITTEE MEMBER
APPROVED BY:	ETHICS ADVISORY COUNCIL
CREATED DATE:	AUGUST 2012
REVISED DATE:	
EXEMPTION STATUS:	N/A

POSITION SUMMARY
Members of the Ethics Committee are charged with participating in self education so as to be knowledgeable in ethical theory; policies and procedures and practice guidelines. The committee member will participate in periodic needs assessment and conduct education outreach both within the facility and in the community. As a committee member, participation in case consultations may be required as well as a review of consultations that have occurred using the Ethical and Religious Directives for Catholic Health Care Services (Catholic facilities) or Ethical Guidelines (Adventist facilities) as a guide. Members will propose and/or review policies/protocols/practices that may have ethical implications for patients/associates and the system.
EDUCATION REQUIREMENTS
<ul style="list-style-type: none"> • Knowledge of basic concepts in clinical & organization ethics • Willing and able to engage in process of ethical deliberation in a multi-disciplinary setting • Completion of committee orientation & training course
WORK EXPERIENCE REQUIREMENTS
<ul style="list-style-type: none"> • Working knowledge of the Ethical and Religious Directives for the Catholic Health Care Services or the Ethical Guidelines for the Adventist Health Care Services • Prior experience with ethics consultation and committee membership is preferred
LICENSE/CERTIFICATIONS
<ul style="list-style-type: none"> • Completion of Ethics Associate Program through CHI preferred
POSITION DUTIES (ESSENTIAL FUNCTIONS, INCLUDE % OF TIME)
EDUCATION----25%
<ul style="list-style-type: none"> • Participate in on-going educational activities • Seek opportunities to provide education and support throughout the facilities • Participate in self-education including ethical theory; ethical analysis & consultation; facility policy, procedure and practice guidelines
CASE CONSULTATION---25%
<ul style="list-style-type: none"> • Provide expertise to members who are engaged in case consultation as requested • Participate in retrospective review of case consultations.
POLICY/PROTOCOL /PRACTICES REVIEW---25%
<ul style="list-style-type: none"> • Propose and/or review proposed policies/protocols/practices that have ethical implications • Participate in on-going policy and procedure review and recommendation
MEETING PARTICIPATION---25%
<ul style="list-style-type: none"> • Attend scheduled ethics committee meetings • Engage in reflection and dialogue on the identity of the facility

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ORGANIZATIONAL COMPETENCIES

Mission

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CORE Values & STANDARDS OF BEHAVIOR

Integrity: Honesty, directness, and respect for commitments made.

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Imagination: Creativity and innovation in all we do.

Respect: Respect for all persons and our Christian identity, heritage and missions of our sponsoring organizations.

Excellence: Striving to exceed the clinical quality, customer service and cost performance expectations of our customers.

Compassion: Sensitivity and responsiveness to persons in need.

Leadership: Uses appropriate interpersonal skills, styles and methods to guide individuals and/or groups toward organizational and department goal achievement. Develops positive working relationships with physicians, staff and community partners. Models behaviors in support of the mission of Centura.

Individual Effectiveness: Develops and maintains a team-oriented approach. Follows through on commitments while performing job responsibilities in a manner consistent with the organization's mission and values. Uses resources effectively and efficiently while implementing strategies to increase revenue and reduce operational expenses.

Customer Service/Satisfaction: Seeks to provide services that exceed the expectations of customers by; anticipating and responding to customer/associate needs, measuring customer service via surveys, developing action plans to positively impact customer/associate satisfaction and integrating a service focus into daily routines.

Teamwork and Collaboration: Models teamwork via active participation as a team member on a departmental and organizational level, fosters collaboration among physicians and associates, recognizes and rewards the efforts and successes of individuals and teams. Seeks alliances, works well with others and strives to pursue collective goals. This competency includes building relationships, addressing conflict, collaboration with others, and creating a highly effective team.

Business Acumen: Understand Centura's business model, industry and marketplace; demonstrates the cognitive ability to assess situations, diagnose problems and determine and appropriate course of action to enhance the effectiveness of the organization and in alignment with core values.

Change Management/Continuous Performance Improvement: Demonstrates the ability and willingness to continually enhance, improve and streamline operational processes and systems.

Engagement: Builds effective relationships with all others by willing the good of the other at all times. Uses effective listening and empathy and asks questions to understand what it is like to walk in another's shoes. Creates and maintains a safe environment for conveying information openly, accurately and honestly, creates a common understanding amongst all parties.

Self-Management: Understand own strengths, growth opportunities, attributes, and emotions; models courage, authenticity, service, truth telling, love, and effectiveness; possesses the confidence in self to have confidence in others.

Developing Others: Provides development opportunities and supports others in their personal and professional objectives by offering and feed-forward and by creating a safe environment to be honest and take risks.

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**ATTACHMENT D
CONFIDENTIALITY AGREEMENT FOR ETHICS COMMITTEE MEMBERS**

Centura Health (Centura) recognizes the importance of protection of confidential information concerning patients, their families, medical staff, and associates and the operations of the hospital/entity. Treating confidential information in an appropriate manner is a requirement to ensure the trust of Centura's customers and patients, and to maintain respect for all persons. It is the obligation of each ethics committee member to maintain this confidentiality.

Each ethics committee member's responsibilities allow access to confidential patient, family and hospital/entity ethics-related information. **As such, it is important that each committee member verify the above and agree to the following:**

1. I understand and agree that I have the responsibility for maintaining strict confidentiality of information shared with me or acquired by me as part of my role as an ethics committee member. Any patient/family information or management and ethics information regarding the facility/entity, Centura Health, Adventist Health Systems or Catholic Health Initiatives that is made available to me is for my professional use only. I understand that such information may be discussed only as needed to properly perform in my role as an ethics committee member. I further understand that this prohibition extends to any disclosure of confidential information to colleagues, other associates, family members or any other individual not involved in the ethics committee.
2. I will protect the confidentiality of patient, family and hospital/entity information and will not disclose or release restricted or confidential information to any third party, within or outside of the hospital/entity.
3. I will not access or attempt to access information other than that information which I have a need-to-know based on my ethics committee role.
4. I understand that unauthorized use or disclosure of such confidential information or any violation of this Agreement may subject me to corrective action and/or loss of my role as an ethics committee member.

By my signature below, I am indicated that I have read, understand, and agree to adhere to the conditions of this Confidentiality Agreement for Ethics Committee Members.

Signature: _____ Date: _____

Name (Please Print): _____

Facility Ethics Committee: _____

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