

## Employee Requests to be Excluded from Patient Care

Office of Origin: **Human Resources**

### **I. PURPOSE**

To establish the responsibilities of employees and supervisors when an employee requests to be excluded from patient care for reasons of cultural values, ethics or religious beliefs.

### **II. REFERENCES**

Not applicable.

### **III. DEFINITIONS**

Not applicable.

### **IV. POLICY**

It is the policy of UCSF Medical Center and UCSF Benioff Children's Hospital (collectively referred to as UCSF Medical Center) to make reasonable efforts to accommodate requests from employees not to participate in a particular aspect of patient care based on an employee's sincerely held cultural values, ethics or religious beliefs, while ensuring that no patient's care is negatively affected.

### **V. PROCEDURES**

- A. An employee, who believes that participation in a particular aspect of patient care or treatment conflicts with their cultural, ethical or religious beliefs, must submit to their manager, in advance, a written request to be excused from participation. This request should include the cultural, ethical or religious reasons for the request and the aspect of care from which they wish to be excused. Examples of such procedures may include hanging of blood, do not resuscitate orders, or the withholding of life-sustaining treatment.
- B. The manager will honor the request for accommodation whenever possible. However, if accommodation is not possible because alternative arrangements could not be made, or if the situation is emergent, the requesting employee is responsible for providing appropriate patient care so that the delivery of patient care is not negatively affected.
- C. In accordance with Section 123420 of the California Health and Safety Code, except in the case of medical emergencies or spontaneous abortions, an employee will not be required to participate directly in the induction or performance of an abortion if the employee has filed a written statement with their manager indicating a moral, ethical, or religious basis for refusal to participate in the abortion. UCSF Medical Center will not refuse to hire an employee based on such an objection

unless that employee would be assigned in the normal course of business to work in those areas where abortions are performed.

- D. Managers should consult with their line administrators or Labor and Employee Relations to resolve any problems which arise from this policy.

## **VI. RESPONSIBILITY**

Direct any general questions about the Employee Requests to be Excluded from Patient Care Policy to your immediate supervisor. Further questions about the contents of this document should be addressed to the Vice President of Human Resources at (415) 353-4545.

## **VII. HISTORY OF POLICY**

Issued April 1998

Reviewed November 2000 and ownership information only updated.

Revised April 2001 by David Odatto, Associate Director, Human Resources

Approved April 2001 by Mark R. Laret, CEO

Reviewed March 2004 by David Odatto, Associate Director, Human Resources

Approved March 2004 by Mark R. Laret, CEO

Reviewed and revised November 2010 by Jennifer Hermann, Director of Human Resources

Reviewed and approved December 2010 by David Odatto, Chief Administrative Officer and Policy Steering Committee

Reviewed, revised (with non-substantive edits), and approved May 2014 by Jennifer Hermann, Executive Director of Human Resources on behalf of the Policy Steering Committee

Reviewed and revised (with non-substantive edits) May 2017 by Shelley Patton, Director of Labor and Employee Relations

Reviewed and approved May 2017 by Jeffrey Chiu, Vice President of Human Resources on behalf of the Policy Steering Committee

Reviewed and revised (with non-substantive edits) September 2020 by Shelley Patton, Director of Labor and Employee Relations

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Reviewed and approved November 2020 by Jeffrey Chiu, Vice President of Human Resources on behalf of the Policy Steering Committee

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