

In considering employee requests to be excused, the department head should ensure that it can identify other employees or sources of staffing that can provide the appropriate level of care.

Employee objections based on issues such as hygiene, infection, contamination or disability, either physical or mental of the patient will not be accepted. Conflicts with cultural values, ethics and/or religious beliefs involving issues such as termination of pregnancy procedures and birth control counseling will be considered acceptable objections. LibertyHealth reserves the right to request the employee to provide documentation from a third party (e.g. clergy) in support of the employee's request.

Under no circumstances will an employee's request to be excused from patient care be granted if it is determined by LibertyHealth that the granting of said request would violate State and/or Federal anti-discrimination laws.

Records of requests and approvals/denials will be kept by the departments.

TITLE: Exclusion From Care
REVISED: 1/11

Admin.