

## **Organizational Ethics**

**KEYWORDS:** Ethics, morals, physical rights, spiritual, human justices.

**PURPOSE:** The purpose of this policy is to ensure that the mission of St. Joseph's Healthcare System is carried out with the highest standards of ethical behavior, quality, compassion, accessibility, and cost effectiveness.

**SCOPE:** All St. Joseph's Healthcare facilities.

**LEGAL/REGULATORY CITES:** N/A

**DEFINITIONS:** Organization ethics includes various guidelines and principles which decide the way individuals should behave in the workplace. It also refers to the code of conduct of the individual working in a particular organization.

**POLICY:** St. Joseph's Healthcare System requires all employees, physicians, volunteers, and contractors to abide by the Ethical and Religious Directives for Catholic Health Care Services, and to safeguard and enforce the rights, interests, and prerogatives of patients, employees, clients, and/or others served.

**MISSION:** The mission of St. Joseph's Healthcare System is as follows:

St. Joseph's Healthcare System is a Catholic hospital founded in 1867 and is organized and operated under the auspices of the Sisters of Charity of St. Elizabeth, from whom the Members of the corporation are chosen. Its philosophy therefore is consistent with the philosophy of the Sisters of Charity of St. Elizabeth. Sisters of Charity, individually and through their institutions are called to witness God's love and concern for mankind through commitment to the sick and poor and to the continuation of Christ's healing ministry. St. Joseph's Healthcare System holds as a primary value the preservation of the dignity and well-being of man through the promotion, maintenance, and restoration of health.

Furthermore, it holds that:

A. All persons have been created by God and possess intellectual, moral, spiritual, and physical rights.

B. Human life at every stage and in every condition is sacred and must be respected.

C. All persons should be treated in accordance with Christian principles of charity and social justice.

D. A Catholic hospital carries the obligations and responsibilities to incorporate in its policies and practices the moral teachings of the Roman Catholic Church and to provide excellence in health care according to the highest ethical and professional standards.

## **VALUES**

The core values which support the mission are the following:

**Dignity-** We respect each person at every stage of development as created by God.

**Justice-** We advocate for the needs of the most vulnerable. We operate at all levels in an ethical manner, with fairness, honesty, and confidentiality.

**Excellence-** We enable the highest performance through ongoing growth and development with a commitment to quality, openness to new ideas, accountability to standards, and working together to achieve goals.

**Stewardship-** We use our resources, both human and financial, in a responsible manner with a special commitment for the care of the poor.

## **PROCEDURE**

The core values shall be supported by:

- 1) Maintaining competence and proficiency in all areas of service.
- 2) Identifying and striving to address the health care needs of the community, especially the underserved.
- 3) Assuring that all people have reasonable access to care, especially the poor.
- 4) Being truthful in all forms of professional and organizational communication.
- 5) Avoiding exploitation of relationships or authority for personal advantage.
- 6) Abiding by St. Joseph's Healthcare System's Corporate Compliance.

### **Code of Conduct. (Reference # 1003).**

- 7) Conducting one's private and professional relationships in such a way that they do not negatively impact St. Joseph's Healthcare System.
- 8) Respecting and keeping appropriate professional confidences.
- 9) Refraining from participating in any endorsement or publicity that demeans the credibility and dignity of St. Joseph's Healthcare System.
- 10) Refraining from any illegal or unlawful activity including discrimination or harassment.
- 11) Avoiding all conflicts of interests, or reporting such to the appropriate supervisor.
- 12) Abiding by the Professional Conscience policy (**Reference #1001**) in cases where one's religious or cultural values may be compromised.