

CLASSIFICATION: GENERAL	NUMBER: GEN-BOARD-3012
CATEGORY: ADMINISTRATIVE	DATE: 2008.11.06 – O
ISSUED BY: CHAIR OF THE BOARD	Amendment 02 2010.08.31
AUTHORIZED BY: BOARD OF DIRECTORS	
SUBJECT: THE PERLEY AND RIDEAU VETERANS' HEALTH CENTRE (PERLEY RIDEAU) ETHICS POLICY FRAMEWORKⁱ	
PREAMBLE <p>The Perley Rideau is committed to having a culture of ethical behaviour. Ethical behaviour is human conduct that is morally correct, honorable, just, principled, honest, and trustworthy. The purpose of this framework is to lay the policy foundation upon which an ethical culture can be advanced at the Perley Rideau. The activities and actions resulting from the implementation of this framework are aimed at developing and enhancing such a culture.</p> <p>The framework consists of two parts. The first called Policy outlines the expectations for ethical behaviour at the Perley Rideau. The second called Implementation outlines the means by which the policies can be implemented.</p> PART 1: POLICY <u>The Fundamental Principle</u> <p>The Perley Rideau is primarily the home of its residents and is to be operated so that it is a place where they may live with dignity and in security, safety and comfort, and have their physical, psychological, social, and spiritual and cultural needs adequately met. This fundamental principle guides everyone's conduct at the Perley Rideau.</p> <u>Ethical Principles</u> <p>All staff of the Perley Rideau, residents, clients, visitors and volunteers (including members of the Board of Directors of the Perley Rideau) will adhere to and be guided by:</p> <ul style="list-style-type: none">• The Residents' Bill of Rights• The Core Values of the Perley Rideau• The Code of Ethics of The Perley Rideau <p>The Board of Directors will adhere to and be guided by The Code of Conduct for the Board of Directors of</p>	

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<p>the Perley Rideau.</p> <p>All professional staff will adhere to and be guided by their respective professional association code of ethics or code of conduct.</p> <p><u>The Right to Be Informed</u></p> <p>All staff, residents, clients, visitors and volunteers (including members of the Board of Directors of the Perley Rideau) will be informed of The Resident's Bill of Rights, The Core Values of the Perley Rideau, The Code of Ethics of the Perley Rideau and have the right to be informed of the professional and association codes applicable at the Perley Rideau.</p> <p><u>Perley Rideau Policies</u></p> <p>All policies of the Perley Rideau will be in compliance with The Residents' Bill of Rights, The Core Values of the Perley Rideau, The Code of Ethics for the Perley Rideau and this framework.</p> <p><u>Responsibility</u></p> <p>All staff, residents, clients, visitors and volunteers (including members of the Board of Directors of the Perley Rideau) will be encouraged to foster ethical behaviour in all Perley Rideau activities, to raise ethical dilemmas to the appropriate authorities, and where raised in good faith the individual shall be free from the threat of reprisal.</p> <p><u>Research</u></p> <p>All clinical research performed at the Perley Rideau shall be undertaken in the best interests of the Perley Rideau, conducted in an ethical manner and performed pursuant to a research protocol provided by the Perley Rideau Ethics Committee and approved by the Board of Directors of the Perley Rideau.</p> <p><u>Ethical Dilemma Resolution</u></p> <p>Ethical dilemmas arising from clinical, treatment, or research activities at the Perley Rideau shall be resolved</p>	

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<p>pursuant to the resolution policy established by the Executive Director of the Perley Rideau with the assistance of the Perley Rideau Ethics Committee.</p> <p>Ethical dilemmas not arising from clinical, treatment, or research activities shall be resolved pursuant to the resolution policy established by the Executive Director of the Perley Rideau.</p> <p>Ethical dilemmas arising out of activities covered by the Code of Conduct for the Board of Directors of the Perley Rideau shall be resolved pursuant to a resolution policy established by a resolution of the Board of Directors.</p> <p><u>Annual Reporting and Review</u></p> <p>The Executive Director shall report annually to the Board of Directors on all ethical dilemmas that have arisen at the Perley Rideau in connection with the conflict resolution policies established by him.</p> <p>The Board of Directors shall review the functioning of this Ethics Framework in conjunction with the annual report of the Executive Director.</p> <p>PART II: IMPLEMENTATION</p> <p>Board of Directors</p> <p>There shall be an Ethics Framework for the Perley Rideau established by resolution of the Board of Directors.</p> <p>There shall be a Code of Ethics for the Perley Rideau established by resolution of the Board of Directors.</p> <p>There shall be a Code of Conduct for the Board of Directors of the Perley Rideau established by resolution of the Board of Directors.</p> <p>There shall be an Ethics Resolution Policy for the Board of Directors of the Perley Rideau established by resolution of the Board of Directors.</p> <p>There shall be a Research Protocol provided by the Ethics Committee and established by resolution of the Board of Directors.</p>	

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Executive Director

The Executive Director shall establish the necessary policies to implement this framework.

There shall be an Ethics Committee established by the Executive Director with the Medical Director and Manager of Nursing Practice as Co-Chairs.

There shall be a resolution policy established by the Executive Director for the resolution of ethical dilemmas arising from clinical, treatment, or research activities at the Perley Rideau.

There shall be a resolution policy established by the Executive Director for the resolution of ethical dilemmas not arising from clinical, treatment, or research activities at the Perley Rideau.

The Ethics Framework of the Perley Rideau, the Core Values of the Perley Rideau, The Code of Ethics for the Perley Rideau, and the Code of Conduct for the Board of Directors of the Perley Rideau are key institutional documents for the Perley Rideau and the Executive Director shall take the steps necessary to communicate them to the Board of Directors, staff, residents, visitors and volunteers through training sessions, orientation sessions, and printed and electronic materials. These documents should also be made available to the public upon request.

The Executive Director shall make provision in the resolution policies for which he is responsible sufficient mechanisms for staff, residents, clients, visitors, and volunteers to report their ethical concerns and to pose questions of an ethical nature. He shall also make provision to establish non-retaliation protection so that staff, residents, clients, visitors, and volunteers can alert those in authority to potential ethical dilemmas without fear of retribution. He shall also make provision for an investigative process to follow up on each complaint of an ethical nature.

CONCLUSION

The implementation of this Ethics framework shall strengthen our culture and the values within the organizational climate at the Perley Rideau. It shall ensure that our policies and way of doing business are measured against the principles and standards of our ethics. Although the bulk of the task of communicating to and educating individuals about our ethics falls to management and staff it is the responsibility of all at the Perley Rideau to assist in the task of making Perley Rideau a place where high ethical behaviour is the norm.

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<p>¹ In developing the documents related to the Perley Rideau Ethics Framework many sources were consulted including: The CCHSA Accreditation Guide; The Canadian College of Health Services Executives Code of Ethics; the American College Health Care Administrators Code of Ethics; Mel Gill's text <u>Governing for Results</u>; the Code of Ethics of the Canadian Nurses Association; and the Code of Ethics of the Canadian Medical Association.</p>	