



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY MEDICAL DEPARTMENT ACTIVITY
2480 LLEWELLYN AVENUE
FORT GEORGE G. MEADE, MARYLAND 20755-5800

REPLY TO
ATTENTION OF

30 July 2004

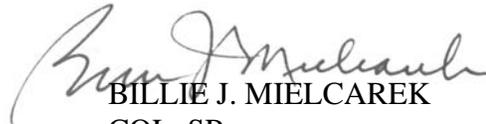
POLICY STATEMENT NO. 17

STAFF RIGHTS

1. To the extent possible and consistent with the MEDDAC mission, employees' requests for non-participation in aspects of care or treatment which conflict with their cultural, moral or religious beliefs will be accommodated.
2. Civilians shall identify any staff rights issues in the pre-employment interview, at time of detailing or upon reassignment within the organization.
3. Employees who perceive a conflict with an aspect of care or treatment because of cultural values, ethics or religious beliefs shall address said concerns in writing to the appropriate first line supervisor in their activity. Employees should be able to support requests for non-participation in patient care and recommend solutions to ensure patient care will not be compromised at any time.
 - a. Military personnel shall address concerns to the first level of supervision in their chain of command.
 - b. Department of the Army civilian employees are encouraged to discuss issues during their initial evaluation and counseling with the rater or anytime thereafter under special circumstances.
 - c. Contract employees, except Kelly Services employees, should seek assistance through the contracting officer's representative when conflicts arise.
 - d. Kelly Services employees should seek assistance through the Kelly Services Site Manager when conflicts arise.
4. Aspects of care or treatment which may fall into this category may include but are not limited to withdrawal or withholding life sustaining treatment, do not resuscitate (DNR), termination of pregnancy, family planning (voluntary sterilization), blood transfusions/donations, circumcision and working on a religious holiday.
5. Patient care will not be compromised at any time to accommodate employee values or beliefs. Issues will be resolved when patient care will not be affected. Staff shall address issues as soon as possible when areas of concern arise to preclude any lapse in patient care, especially in areas with minimal staffing. Staff who do not find the aspect of care or treatment objectionable may be assigned accordingly to ensure continuity of patient care. Staff members involved in sentinel events and/or sentinel event analyses have the right to appropriate support systems. These support systems recognize that conscientious health care workers who are involved in sentinel events are themselves victims of the events and require support. Support systems also focus on the process rather than

MCXR-Z
SUBJECT: Policy Statement No. 17, Staff Rights

blaming the involved individuals. See MEDDAC Regulation 40-30, Sentinel Event Reporting, for additional information.



BILLIE J. MIELCAREK
COL, SP
Commanding

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