



PROFESSIONAL BEHAVIOR EXPECTATIONS (CODE OF CONDUCT)

PURPOSE: This Code of Conduct is to set expectations for the highest level of professional and ethical conduct and provide standards for behavior according to the principles listed below. This Code of Conduct shall apply to all practitioners with membership and/or clinical privileges to practice at HonorHealth Medical Centers and healthcare facilities all of whom are expected to adhere to the applicable Medical Staff Bylaws and Rules and Regulations.

DEFINITION: "Practitioner" includes all professionals (including but not limited to physicians, dentists, psychologists and allied health professionals) with membership and/or clinical privileges to practice at the Hospitals and/or healthcare facilities.

Principles:

Reasonable expectations for all practitioners include, by way of example, but are not limited to:

- Supporting policies promoting cooperation, teamwork and mutual respect among all members of the Healthcare team;
- Communicating with others in a clear and respectful manner;
- Using conflict resolution skills in managing disagreements;
- Addressing concerns about clinical judgments with appropriate Medical Center/Medical Staff personnel directly and privately;
- Addressing dissatisfaction with policies through appropriate grievance channels;
- Accepting appropriate feedback and demonstrating a change in behavior;
- Completing medical records in timely manner;
- Respond to clinical obligations in a timely manner;
- Complying with all applicable laws and regulations.

Behavior that unnecessarily impairs the efficient and effective delivery of high quality patient care is disruptive behavior and will be **considered** unacceptable by Department Chairs, Credentials Committees, and Medical Executive Committees.

Examples of Disruptive or Unacceptable Behavior include, but are not limited to:

- Committing malicious or aggressive verbal communications or actions;
- Exhibiting inappropriate physical contact with, or sexual harassment of others;
- Making inappropriate comments that undermine a patient's trust in the healthcare team or medical center;
- Making public derogatory comments about the quality of care provided by any other individual (other than comments made in an appropriate manner and forum with the intent of improving patient care);
- Throwing instruments or other objects in a patient care setting;
- Exhibiting impaired behavior resulting from alcohol or other substance abuse in a HonorHealth Medical Center and/or healthcare facility;
- Using intimidating, threatening, vulgar, demeaning, disrespectful, discourteous and/or abusive language and/or behaviors toward, or in the presence of patients, visitors, Medical Center employees and /or other practitioners;
- Disrupting Medical Center committee(s), department or peer review functions; AND
- Making inappropriate medical record entries.

I Agree to Abide by the Professional Behavior Expectations (Code of Conduct) of HonorHealth Medical Centers and understand that conduct below the standards set forth herein can result in disciplinary action up to and including the termination of my privileges and membership on the Medical Staff(s).

Applicant's Signature

Dated this _____ day of _____, 20_____