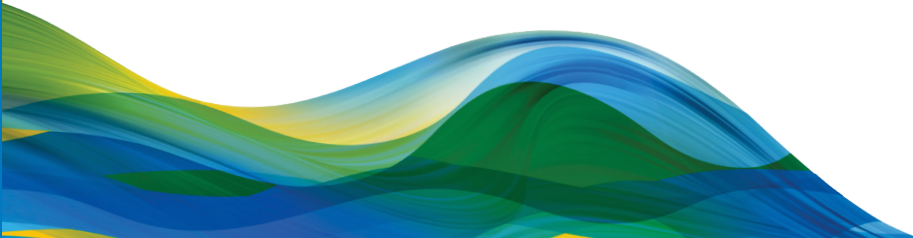




Hôpital St-Boniface Hospital



CODE
OF ETHICS



MISSION

Serving patients who face critical and complex conditions, with a renowned spirit of compassionate care and courageous innovation.

VISION

Offering global-calibre medical expertise in a sanctuary of compassion, where today's discoveries are tomorrow's cures.

Find the video version of the Code of Ethics by scanning this QR code with your smartphone.



The Code of Ethics is available on our website in both of Canada's official languages.

Ce Guide d'éthique en santé est disponible sur notre site Web, dans les deux langues officielles du Canada.

VALUES

As a Catholic organization, founded by the Grey Nuns, we are committed to serving people of all faiths, cultures and circumstances in accordance with our values in our daily actions.

- **COMPASSION:** Fuels us, respects each person's dignity and challenges, enriches every interaction and our collective capacity to help people heal.
- **AGILITY:** A responsive, adaptive, solution-mindset that communicates, decides and takes action until the desired outcome is achieved.
- **ADVOCACY:** Expressing and standing firm for the well-being of patients their families and each other.
- **DISCOVERY:** Bold advancements and innovations that save human lives and create an ever-improving work environment for all of us.
- **PASSION:** The vital energy and deep sense of purpose we carry, knowing we have the privilege of truly enriching people's lives every single day.



HEALTH ETHICS GUIDE

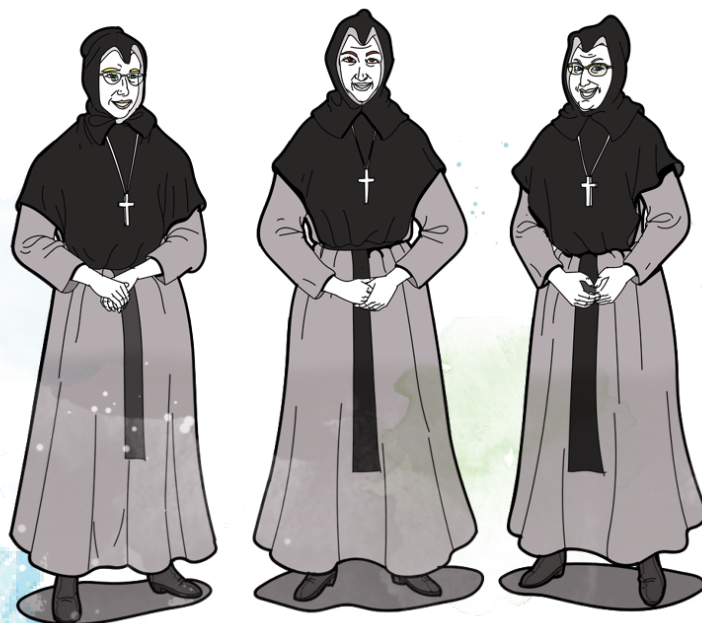
Our promise to ethical integrity is grounded in the *Health Ethics Guide*. The Guide is published by the Catholic Health Alliance of Canada. It is our primary resource for ethical discernment and decision-making.

All clinical and administrative leaders are expected to inform their decision-making through critical reflection and application of the *Health Ethics Guide* and to promote its use throughout the organization. We use it to help weigh our organizational values in light of the many complex governance, administrative, operational and clinical decisions we make.



ROOTED IN THE LEGACY OF THE GREY NUNS

In keeping with St. Boniface Hospital values and the current strategic plan, its policies and procedures, we are all expected to uphold its mission and values.





HUMAN DIGNITY and **COMPASSION** is at the heart of everything

Honour diversity

We honour different cultures, traditions, faiths and beliefs of those we serve and promote inclusive practices.

Care for people at the beginning and end of life

We uphold and respect the inherent dignity of all persons from conception to natural death.

Keep the people we serve at the center of all we do

We strive to evaluate the impact of all of our clinical, operational, strategic and governance decision-making on the health of others.

Informed consent and interrelatedness

We respect persons' free and informed decisions to forgo or stop treatment when the burdens are disproportionate to the benefits hoped for or obtained. We respect the role that the patient wishes their family or friends to play in supporting them in making decisions. Passion leads us to enrich the lives of every person we encounter always treating them with **respect**.

RESPECT

Treat people with respect

We conduct ourselves through respectful behavior, speech and attitude in all our interactions with each other.

Safe and healthy environment

We continue to promote a healthy, safe and inclusive environment for all. Regardless of social class, disability, sexual orientation, gender identity, diagnosis, inpatient/outpatient status or other protected status.

Uphold confidentiality

We instill an environment of trust by safeguarding the privacy of personal information and upholding confidentiality, respecting all necessary legislative requirements. We are mindful of our professional and personal activities on social media ensuring we represent our mission and values.

Seek to resolve and diffuse conflict at the appropriate level

We work through conflict directly with one another in a respectful manner.



Discovery allows us to constantly improve the quality of care we offer in a spirit of **COLLABORATION**

We rely on scientific discoveries

We promote a culture of discovery, ongoing research, learning and continuous quality improvements.

Cooperate and collaborate with partners

We live our value of collaboration by partnering with others to achieve the greatest good.

Exercise conscientious objection

We support those in good conscience who cannot participate in an activity deemed to be immoral or contrary to their professional codes of conduct, without abandoning those who may be impacted by such conscientious or professional decisions.



Advocacy allows us to work towards **SOCIAL JUSTICE**



Mitigate and manage conflict of interest

We declare conflicts of interest and abide by legal, legislative and ethical conduct in all our business dealings as model corporate citizens.

Work towards just social policy

We keep in mind concepts of equality, justice and the common good with the patients we serve and the staff. We engage in ethical hiring practices that promote social justice.

Create a mechanism for raising concerns of unethical behaviour

We respond to legitimate concerns regarding systemic practices or isolated actions that negatively impact the mission, values and reputation of the organization and legacy of the Grey Nuns.

Advocacy allows us to work with **INTEGRITY**

Resolve concerns

We work to resolve concerns always being transparent and address quality, safety and patient/family issues to improve our performance.

Disclose adverse events

We demonstrate transparency and abide by legislation that supports disclosure of patient safety events.

Mitigate incidents of moral distress

We support our staff in discerning ethical options in decision-making in order to honour and preserve personal integrity. We recognize that the institution has a responsibility to address moral distress.



Agility allows us to take action and work towards **STEWARDSHIP**

Make responsible resource allocation choices

We make resource allocation decisions by using the mission, values and strategic directions of the organization as guides.


Promote an ethical culture

We ensure resources are available to promote sound decision making by all persons in the organization.

Promote respect and care for the environment

We support recycling, energy conservation and other green initiatives.





Principle of SUBSIDIARITY

Each person in the organization makes ethical decisions everyday. Therefore, every person has a role in shaping the ethical culture or character of the organization. Creating a culture of ethical integrity calls us to promote ethical behavior and to resolve ethical conflict with people directly and respectfully.

Just as we recognize most clinical issues are resolved at the bedside, so are other issues of ethical conflict in the organization resolved closest to the level in which it occurs.

When we work through our conflict directly with people without unnecessarily escalating it to another level, we instill greater ownership in creating our desired ethical culture. While outside expert opinion is sometimes required to clarify what constitutes an ethically defensible course of action, subsidiarity affirms that we are all moral agents, and can positively influence the ethical culture of our organization through our behaviour, attitudes and decisions.

This grassroots, non-escalating approach to permeating ethics throughout the organization is supported through education, resources, mentorship and internal processes.

References

Gordon Self (2008). Covenant Health Alberta (2008). *Covenant Health Commitment to Ethical Integrity: Creating our Covenant Health Culture- Covenant Health Code of Conduct*.

Catholic Bishops of Canada (May 2012) *Health Ethics Guide*. Third edition, Ottawa, ON, Catholic Health Alliance of Canada.

Resources

Several resources are available to support discussion on ethics, the St. Boniface Hospital values and ethical decision-making process:

Health Care Ethics Guide :

The current Health Ethics Guide is available online at <http://www.chac.ca/en/>

Interactive learning app on the Health Ethics Guide is now available for free on both the Apple App Store (for iPhones) and the Google Play store (for Android phones).

Ethics at Covenant Health :

Ressource which identifies steps in ethical decision- making, is available on-line at <https://www.covenanthealth.ca/about-us/mission-vision-values/ethics.html>

St. Boniface Hospital Strategic Plan :

<https://stbonifacehospital.ca/files/strategic-plan.pdf>

Center for Clinical Ethics :

For information on the YODA framework for ethical decision making <http://ccethics.com/ethics-service/decision-making-framework/>

Pontifical Academy for Life :

<http://www.academyforlife.va/content/pav/en.html>

Canadian Conference of Catholic Bishops :

<https://www.cccb.ca/en>

St. Boniface Hospital is located on the ancestral lands of the Anishinaabeg, Cree, Oji-Cree, Dakota and Dene peoples and on the national homeland of the Red River Metis.

We respect the Treaties that have been made with respect to these lands, acknowledge the wrongs and mistakes of the past, and are committed to moving forward in partnership with Indigenous communities in a spirit of reconciliation and cooperation.

Of course, St. Boniface Hospital is always available to listen to you. If you have any questions, comments or concerns, please reach out to the Ethics Service at 204.235.3619.



Hôpital St-Boniface Hospital