PROFESSIONALISM

• It is the policy of Navicent Health that all individuals within its facilities, be treated with courtesy, respect and dignity
• Medical staff members are expected to behave professionally with all members of the healthcare team
• When concerns arise, the medical staff member is expected to address concerns to appropriate management members at Navicent Health in a confidential and private manner
• Disruptive behavior which may inhibit or interfere with the professional activities and interactions of hospital employees and credentialed providers will be addressed through medical staff and HR policies
• It is the expectation that credentialed providers have the ability to work harmoniously with all members of the healthcare team.
Disruptive Behavior Policy

- **SUBJECT:** Disruptive Behavior
- **SCOPE:** All Credentialed Providers
- **PURPOSE:** The objective of this policy is to ensure optimum patient care by promoting a safe, cooperative and professional health care environment, and to prevent or eliminate, to the extent possible, conduct which disrupts the operation of the hospital, affects the ability of others to do their jobs, creates a “hostile work environment” for hospital employees or other credentialed providers or interferes with an individual’s ability to practice competently.

See [Disruptive Behavior policy](#) for expectations
SUBJECT: Harassment

SCOPE: All Navicent Health Employees, Physicians, Student, Volunteers, and Vendors

PURPOSE: To clearly define Navicent Health's position on harassment, including sexual harassment, explain procedures for making complaints and informing all employees and physician that disciplinary action will follow proven cases of harassment

*Navicent Health will not tolerate any type of harassing conduct that creates an intimidating hostile or offensive work environment*

See [MCNH policy 40-301](#) for expectations
Violence and Threats in the Workplace Policy

**Subject:** Violence and Threats in the Workplace

**Scope:** Navicent Health Employees, Physicians, Students, Volunteers, Contractors, and Vendors

**Purpose:** To define and address Violence and Threats in the Workplace

Navicent Health prohibits all employees (including regular or temporary), contractors, and agents from making or implying threats of physical violence, engaging in threatening behavior, or engaging in acts of violence during the course of their employment or agency relationship, while on Navicent Health property or while acting as a representative of Navicent Health.

Refer to attached Policy 40-307
Practitioner Health Issues

- It is the policy of the medical staff and the hospital to be sensitive to health or condition that may adversely effect that practitioner’s ability to provide safe, competent care to patients.

- To address such concerns the medical staff has created a medical staff health committee.
PHYSICIAN HEALTH COMMITTEE

Composition:

Chief Medical Officer
Medical Staff Chair of Department of Psychiatry
Appointed Ad Hoc members
Substance Related Disorder

• General Considerations
  – Physicians have the same incidence and prevalence of alcoholism as the general population.
  – Of those who treat addicted physicians, most agree that dependence upon the controlled substances prescribed in the course of medical practice is an occupational hazard inherent in physicians, nurses and pharmacists.
Alcohol and Substance Abuse Policy: 40-305

SUBJECT: Alcohol and Substance Abuse

SCOPE: All Navicent Health Employees

PURPOSE: To establish policies and procedures to confront and defeat the problem of on-the-job substance abuse

Policy Statement: The purpose of this policy is to balance our respect for individuals with a need to maintain a safe, productive, and drug free environment. Navicent Health has developed a comprehensive alcohol and substance abuse policy consisting of three interrelated programs: 1) An Alcohol and Substance Abuse Testing Program; 2) Mandatory Disciplinary Action; 3) An Employee Assistance Program (EAP.)
Self Assessment V: Professionalism

Click here to complete self assessment:
Professionalism