



**PULLMAN
REGIONAL
HOSPITAL**

Origination 06/2017

Last Approved 04/2025

Effective 04/2025

Last Revised 12/2017

Next Review 04/2026

Owner Tammy
Needham: Chief
Nursing Officer

Area Administrative-
Policies

Applicability Pullman Regional
Hospital

Conscientious Accommodation Request

OBJECTIVE:

The objective of this policy is to honor a request by an employee not to participate in specific treatments/interventions of patient care based on personal, cultural, or religious beliefs. However, in no event will a patient's care be negatively affected as a result of requests of this nature, nor allow discrimination towards any patient.

POLICY:

It is the responsibility of the employee to notify their department manager of their concerns and to request in writing that they be excused from participating in a specific treatment/intervention of care for the patient. This notification must be given prior to an impending patient care situation.

The employee must submit a written request to their department manager. The request will detail the specific treatment/intervention from which they are requesting to be excused and the reason for making the request. The department manager will, if possible, excuse the employee from participation in the treatment/intervention of patient care to which the employee is objecting. Department leaders will also consider the employee's role and how closely it connects to what they are conscientiously objecting to (i.e. A scheduler's request to not schedule a procedure that they object to, will likely not be granted). However, the employee is responsible for providing appropriate care until alternate arrangements can be made. Refusal to provide care will result in disciplinary action, up to and including termination.

If the department manager and employee are unable to come to a mutually agreeable decision regarding requests, it will be forwarded to the Hospital Ethics Committee. The Ethics Committee will review the request in a timely manner and may choose to meet with the employee and department manager to better understand the request. The Ethics Committee will make a recommendation to the employee, department manager, and administration. The administration, department manager, and employee will

utilize the Ethics Committee recommendation to act upon the request.

The request and final decision concerning whether to honor the request will be put into writing by the department manager. A copy will be given to the employee with the original being placed in the employee's personnel file.

All requests should be reviewed annually with the employee and department leader to reassess the request's pertinence for the coming year.

Reference:

RCW 48.43.065

Approval Signatures

Step Description	Approver	Date
	Tammy Needham: Chief Nursing Officer	04/2025

Applicability

Pullman Regional Hospital