



Where People Come First. *Always.*

Barrett Hospital & HealthCare Code of Ethics & Conduct:

I. Responsibilities to the Healthcare Industry:

Employees and agents shall comply with all applicable laws pertaining to the healthcare industry, strive to meet standards and expectations for their respective professions, and avoid the exploitation of professional relationships for personal gain.

II. Responsibilities to Patients or Others Served

Employees and agents shall, within the scope of his or her authority evaluate the quality of care or service rendered, avoid practicing or facilitating discrimination and institute safeguards to prevent discriminatory practices, and work to ensure the existence of a process that will advise patients or others served of the rights, opportunities, responsibilities, and risks regarding available healthcare services.

III. Responsibilities to the Organization

Employees and agents shall, within the scope of his or her authority provide healthcare services consistent with available resources and work to ensure the existence of a resource allocation process that considers ethical ramifications, conduct both competitive and cooperative activities in ways that improve community healthcare services, be truthful in all forms of professional and organizational communication, and avoid disseminating information that is false, misleading, or deceptive.

IV. Responsibilities to Employees

Employees and agents have an ethical and professional obligation to other employees that encompass but are not limited to working to ensure that individuals may freely express ethical concerns and providing mechanisms for discussing and addressing such concerns, working to ensure a working environment that is free from harassment, sexual and other, coercion of any kind, especially to perform illegal or unethical acts, and discrimination on the basis of race, creed, color, sex, ethnic origin, age, or disability; paying particular attention to the employee's work environment and job safety; and working to establish appropriate grievance and appeals mechanisms.

V. Responsibilities to Community and Society

Employees and agents shall, within the scope of his or her authority work to identify and meet the healthcare needs of the community, work to ensure that all people have reasonable access to healthcare services, and consider the short-term and long-term impact of management decisions on both the community and on society.

VI. Responsibility to Report Violations of the Code

Employees or agents who have reasonable grounds to believe that another employee or agent has violated this Code have a duty to communicate such facts to the Compliance Officer or CEO.