

Model Right to Refuse Policy

Safe Patient Handling Steering Committee – Right to Refuse Policy

Employee's Right of Refusal:

XXXXX Hospital is committed to ensuring that no employee or patient becomes injured as a result of unsafe patient handling. To promote safe patient handling and comply with the requirements of RCW 70.41.390(6), XXXXX Hospital has developed a procedure that allows an employee to refuse to perform or be involved in patient handling the employee believes in good faith would place an unacceptable risk of injury on either a hospital employee or a patient

No employee of XXXXX Hospital will be subject to disciplinary action for refusing to perform or be involved in patient handling the employee believes in good faith will expose a patient or hospital employee to an unacceptable risk of injury as long as the employee, in good faith, follows the requirements of the procedure set forth in this policy.

In the event that a hospital employee does refuse in good faith to participate in patient handling, he/she must do the following:

- a. Notify the supervisor or charge nurse immediately of the refusal and the reason for doing so.
- b. Stay on the job and make him/herself available to the supervisor for other work assignments.
- c. If called to assist with a patient who is in distress, the employee will remain with the patient as necessary, providing assistance as able until the necessary resources are available to the patient.

After the immediate situation related to the refusal of patient handling has been managed an employee should notify a member of the Safe Patient Handling Committee about the circumstances of the patient handling situation so, if appropriate, the committee can identify and inform others of ways to avoid such patient handling situations in the future.