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Policy No:	1 MS 031	Effective Date: 02/24/2017

I. SCOPE

This policy applies to the behavior of all DMC Medical Staff Members, Residents, and Allied Health Professionals engaged in any services at a DMC facility, including conduct above and beyond their professional duties, associations and encounters outside the DMC. With respect to the reporting and cooperation requirements set forth herein, all disciplinary actions arising out of the policy will be conducted in accordance with DMC Medical Staff Bylaws, Rules & Regulations.

II. OBJECTIVE

To provide a framework for appropriate and supportive Detroit Medical Center medical staff behaviors and professional relationships.

III. DEFINITIONS

Professional conduct includes the following characteristics:

- Demonstration of respect, compassion, and integrity
- Responsiveness to the needs of patients and society that supersedes self-interest
- Accountability to patients, society, and the profession
- Commitment to excellence and on-going professional development
- Demonstration of a commitment to ethical principles pertaining to provision or withholding of clinical care, confidentiality of patient information, informed consent, and business practices
- Demonstration of sensitivity and responsiveness to patient's culture, age, gender, and disabilities

Disciplinary action can include actions including letters of reprimand, letters of disciplinary actions, censure, and suspension from the DMC Medical Staff.

IV. POLICY

The Detroit Medical Center's Medical Staff is committed to providing the highest quality health care. As members of the DMC medical staff, medical professionals must respect and protect civil and human rights and they must recognize their responsibility to all DMC's patients and staff.

V. PROVISIONS

MEMBERS OF THE DMC MEDICAL STAFF SHALL HONOR AND FULFILL THE FOLLOWING PRINCIPLES.

- a. Members shall demonstrate behaviors consistent with standards established by medical professional societies. Members shall uphold professional standards of conduct, accept appropriate responsibility for their behavior, and seek to manage conflicts of interest that could lead to exploitation or harm.
- b. Members shall seek to promote accuracy, honesty, and truthfulness in their teaching and practice of medicine. Medical professionals shall not steal, cheat, or engage in fraud, subterfuge, or intentional misrepresentation of fact.
- c. Members shall respect the law. Members shall use reasonable medical judgment, thereby, minimizing potential biases related to potential limitations of their expert medical knowledge. This specifically applies in the Expert Witness arena.
- d. Members shall report impaired, incompetent, disruptive, unprofessional and/or unethical colleagues to their Chief of Staff, or to the President of the Medical Staff.
- e. Members shall safeguard patient confidentiality and privacy within the constraints of the law. Specifically, members shall not access clinical information systems and/or medical records for unauthorized non-patient care activities. Specifically, when the media requests information concerning a patient, the medical staff member must obtain consent of the patient or an authorized patient representative before releasing such information. The medical staff member

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shall release only the authorized information. Statements made by a medical staff member about diagnosis and/or treatment of a patient shall be made by or on behalf of the attending medical staff member.

- f. Members shall respect the rights of patients, colleagues, staff, and other health and health-related professionals. Members shall not engage in sexual harassment. They shall not knowingly engage in behavior that is harassing or demeaning to persons with whom they interact in their work based upon factors such as age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language, or socioeconomic status.

VI. REFERENCE

Consult the DMC Medical Staff By laws Rules and Regulations for additional guidance on medical staff professional standards and conduct.

VII. ADMINISTRATIVE RESPONSIBILITY

The Medical Executive Committee (MEC) and governing body possess the power to impose and enforce penalties for violation of the standards of this policy. Additionally, the MEC and governing body shall oversee the complaint process to assure that confidentiality and privacy is preserved and that retaliation is prevented.

APPROVAL

This policy has been approved and is duly authorized by Detroit Medical Center, Children's Hospital of Michigan, Detroit Receiving Hospital, Harper/Hutzel Hospital, Huron Valley-Sinai Hospital, Rehabilitation Institute of Michigan, and Sinai-Grace Hospital. The posting of the policy on the DMC intranet signifies that is in full force and effect.

KEY Search Words

THIS POLICY: is/has been: (check one)

<input type="checkbox"/>	NEW	<input checked="" type="checkbox"/>	REVIEWED	<input type="checkbox"/>	REVISED*
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CHANGES/REVISIONS: List Changes Here

Supersedes	May 2013	Next Review Date	February 2019
Origination Date	January 2004	History - Review/Revision Dates	January 2004, January 2006, September 2010, May 2013
Related Tenet Policy (ies) #'s			
Retired		Incorporated into or Replaced by Tenet Policy	
Name of Committee / Title of person(s) responsible for this policy's review and approval process		Corporate Director, CVO/Corporate Medical Affairs	