



People You Know.
Extraordinary Care.

POLICY:	100.01 EMS ETHICS AND CODE OF CONDUCT		
APPROVAL:	VICE PRESIDENT OF PROFESSIONAL SERVICES; MANAGER OF EMS;		
EFFECTIVE DATE: 2/15/2024			ORIGINAL EFFECTIVE DATE: 9/2022
DEPARTMENT SPECIFIC		EMERGENCY MEDICAL SERVICES	

I. Purpose:

To give guidance to EMS Providers on what type of behavior is expected of them

II. Policy:

All System EMS Personnel shall follow the national standard Code of Ethics as outlined on the National Association of Emergency Medical Technicians. [NAEMT Code of Ethics](#)
All System EMS Personnel shall also conduct themselves in a manner in which they adhere to the IDPH EMS Act and System’s policies.

Code of Ethics for EMS Practitioners

Professional status as an Emergency Medical Services (EMS) Practitioner is maintained and enriched by the willingness of the individual practitioner to accept and fulfill obligations to society, other medical professionals, and the EMS profession. As an EMS practitioner, I solemnly pledge myself to the following code of professional ethics:

- A. To conserve life, alleviate suffering, promote health, do no harm, and encourage the quality and equal availability of emergency medical care.
- B. To provide services based on human need, with compassion and respect for human dignity, unrestricted by consideration of nationality, race, creed, color, or status; to not judge the merits of the patient’s request for service, nor allow the patient’s socioeconomic status to influence our demeanor or the care that we provide.
- C. To not use professional knowledge and skills in any enterprise detrimental to the public well-being.
- D. To respect and hold in confidence all information of a confidential nature obtained in the course of professional service unless required by law to divulge such information.
- E. To use social media in a responsible and professional manner that does not discredit, dishonor, or embarrass an EMS organization, co-workers, other health care practitioners, patients, individuals or the community at large.
- F. To maintain professional competence, striving always for clinical excellence in the delivery of patient care
- G. To assume responsibility in upholding standards of professional practice and education.
- H. To assume responsibility for individual professional actions and judgment, both in dependent and independent emergency functions, and to know and uphold the laws which affect the practice of EMS

- I.** To be aware of and participate in matters of legislation and regulation affecting EMS.
- J.** To work cooperatively with EMS associates and other allied healthcare professionals in the best interest of our patients
- K.** To refuse participation in unethical procedures, and assume the responsibility to expose incompetence or unethical conduct of others to the appropriate authority in a proper and professional manner.
- L.** EMS emergency care shall be provided to all based on need; respecting human dignity, unrestricted and without discrimination as defined under the System's core values, nature of their health problems or ability to pay for services.
- M.** All individuals will be treated fairly, openly and honestly without a change in the standard of conduct or care due to a disability, handicap or disease entity.
- N.** Every reasonable accommodation (effort) will be made to provide effective alternate communication methods to individuals with a disability or handicap in order to assure a fair, consistent standard of care.
- O.** In setting its policies and procedures, the System will assure access to its services by the handicapped and the disabled.
- P.** Avoid threatening, profane, and/or abusive language or actions and refrain from verbal or written communication that defames any person or organization or would be considered harassment.
- Q.** Address concerns or conflicts with associates in a direct, prompt, yet sensitive manner in an appropriate setting. If this fails, go through proper channels to appropriately resolve the conflict.
- R.** Prohibited behaviors:
 - a.** Stereotyping: Generalizations that involve an oversimplified concept or belief about a group of individuals.
 - b.** Prejudice: Refers to a preconceived judgment or opinion. Often takes the form of ethnocentrism (the belief that one's group is superior to all others. May involve tendency to see differences as weakness.
 - c.** Intimidation; Occurs when a person belittles, frightens, discourages or inhibits other people, especially those perceived as weaker.
 - d.** Collusion: Form of exclusion. Involves cooperation with others, through which stereotypical attitudes, prevailing behaviors and/or norms are knowingly or unknowingly reinforced. Silence is the most common form of collusion
 - e.** is guilty of fraud or deceit in procuring or attempting to procure admittance into the EMS System program;
 - f.** has demonstrated a gross lack of integrity;

- g.** has violated the rules, regulations, policies, procedures, or behavioral agreements specific to the EMS System and/or any of our educational programs
- h.** is unfit for duty or nondecisional by reason of illness, drug/chemical use, or gross negligence;
- i.** is found in possession of, or has used or distributed an illegal or controlled substance, or look-alike drug;
- j.** is guilty of unauthorized and/or illegal possession, use or distribution of any alcoholic beverage or product;
- k.** has presented to EMS work or class impaired, intoxicated, under the influence and/or with the odor of drugs or alcohol on their person;
- l.** has brought a weapon or explosive device of any kind to class or to a clinical area;
- m.** is guilty of theft of EMS property or services;
- n.** is guilty of assault and/or battery; hazing or harassment

S. Anti-harassment

- a.** Verbal harassment includes comments that are offensive or unwelcome regarding a person's national origin, race, color, religion, age, gender identity or expression, sexual orientation, appearance, disability, or other protected status including any negative stereotyping.
- b.** Nonverbal harassment includes distribution, display, or discussion of any written or graphic material that ridicules, denigrates, insults, belittles or shows hostility aversion or disrespect toward an individual or group because of national origin, race, color, religion, age, gender identity or expression, sexual orientation, appearance, disability, or other protected status.
- c.** Sexual harassment is a form of unlawful discrimination under Title VII of the Civil Rights Act of 1964 and is prohibited under System policy. The Equal Employment Opportunity Commission (EEOC) defines sexual harassment as unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when submission to or rejection of such conduct is used as the basis for employment, practice privileges, or educator credential decisions or such conduct has the purpose or effect of creating an intimidating, hostile or offensive working environment. This type of harassment may take many forms but are considered unwelcome and offensive to the recipient.
- d.** "Actionable hostile work environment occurs when unwelcome comments or conduct unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive working environment.

Approval:

James Kirchner **Date**
Vice President of Professional Services

Kathleen Geiger MSN, RN **Date**
Manager of EMS & Emergency Management