

## THE JOHNS HOPKINS HOSPITAL CODE OF CONDUCT

**Purpose:** To define personal and professional standards of conduct and acceptable behavior for all people while carrying out assigned responsibilities at The Johns Hopkins Hospital (JHH) including its regulated sites.

**Preamble:** The foundation for professional conduct of JHH staff derives from this institution's Code of Ethics, Mission, Core Values, Service Excellence Commitments and the Patient's Bill of Rights and Responsibilities. The standards of conduct outlines below will help to ensure a positive environment for staff, patients and visitors, and a culture that optimizes patient care and safety. It is the responsibility of individuals to act in a manner consistent with this code of conduct, its supporting policies (See Appendix A) as well as state and federal laws and regulations. It is also expected that every student will support this code of conduct by holding others accountable to these standards.

The JHH will not tolerate acts of retribution or consequences to any student who carries out the standards of or reports violations to this code of conduct. When reported, violations of this code will be addressed through appropriate administrative, departmental policies related to inappropriate behavior and conduct:

Johns Hopkins University Faculty Staff and Students	In accordance with respective school policies, <a href="http://www.hopkinsmedicine.org/som/faculty/policies/index.html">http://www.hopkinsmedicine.org/som/faculty/policies/index.html</a>
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### **Standards of Conduct and Professionalism**

1. Treat all persons, including patients, families, visitors, employees, trainees, students, volunteers, and healthcare professionals with respect, courtesy, caring, dignity and sense of fairness and with recognition of and sensitivity to the needs of individuals from diverse backgrounds (including gender, race, age, disability, nationality, sexual orientation and religion).
2. Communicate openly, respectfully and directly with team members, referring providers, patients and families in order to optimize health services and to promote mutual trust and understanding.
3. Encourage, support and respect the right and responsibility of all individuals to assert themselves to ensure patient safety and the quality of care.
4. Resolve conflicts and counsel colleagues in a non-threatening, constructive and private manner.
5. Teach, conduct research and/or care for patients with professional competence, intellectual honesty, and high ethical standards.

6. Promptly report to supervisor, any individual who may be impaired in his or her ability to perform assigned responsibilities due to any cause (e.g., emotional issues, substance abuse)
7. Promptly report adverse events and potential safety hazards and encourage colleagues to do the same.
8. Willingly participate in, cooperate with and contribute to briefings, debriefings and investigations of adverse events.
9. Respect the privacy and confidentiality of all individuals. Adhere to all JHH policies and HIPAA regulations regarding personal health information.
10. Uphold the policies of the JHH.
11. Utilize all Johns Hopkins facilities and property, including telecommunication networks and computing facilities, responsibly and appropriately.
12. Participate in education and training required to perform job duties.
13. Be fit for duty during work time, including on-call responsibilities.

**SEE ALSO: Relevant Institutional Policy Reference**

- **University Policy:** [http://www.jhu.edu/~news\\_info/policy](http://www.jhu.edu/~news_info/policy)