

ETHICS FRAMEWORK

The Ethics Framework provides seven clear and concise elements to be utilized by all CHCN (the "agency") employees, volunteers, board members, consultants, students, and others working on its behalf. The Agency's commitment to excellence in the provision of services forms the foundation for the Ethics Framework.

Elements

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| 1 | The Agency's Principle of Client and Family Centred Care – which underpins the focus of decisions and service delivery |
| 2 | The Agency Mission, Vision, and Values Statements - which identifies the values and purposes the agency wishes to uphold and acts as a guide in its daily delivery of services |
| 3 | The Staff Code Of Conduct - which specifies the Standards of Conduct that the agency expects all of its agents to meet |
| 4 | The Ethical Decision Making Policy & Tool (RESOLVEDD and GUT Check) - which guides individuals in sound ethical decision-making when an ethical dilemma or significant concern exists |
| 5 | The Research Policies – which provide the standards of conduct and protocols that guide the agency in conducting research projects that involve the agency, its agents, or its clients |
| 6 | Membership in an External Community Ethics Network (CEN) - which helps to support the agency in making ethical decisions that need additional input and consultation from a broader perspective. |
| 7 | The CHC Work Culture – which helps to support a regular, open, and collaborative approach to ethical discussion and decision making. This culture is developed through ethics training and through standing agenda items. Ongoing ethical discussions occur at team meetings, management meetings and Board meetings. All individuals working for or on behalf of the agency are encouraged to present ethical issues for discussion and to seek feedback and input from colleagues and supervisors. Input on the ethical decision making processes is sought from clients and families. |