

Virginia Western Community College
HLT 145 V1
Ethics for Health Care Personnel

Prerequisites

None

Course Description

Focuses on ethical concepts of health care. Emphasizes confidentiality, maintaining patient records, personal appearance, professionalism with patients/ clients, associates, and an awareness of health care facilities.

Semester Credits: 2 Lecture Hours: 2 Lab/Clinical/Internship Hours: NA

Required Materials

Textbook:

Medical Law and Ethics, Current Edition, Fremgen, Bonnie F., Pearson Education, ISBN: 978-0-13-399898-6 Note: Prior edition can be used.

Other Required Materials:

NA

Course Outcomes

At the completion of this course, the student should be able to:

1. Explain of the importance of the law, values and ethics for healthcare professionals, patients, and researchers in contemporary society.
2. Articulate aspects of patient confidentiality.
3. Summarize proper documentation for Medical Records.
4. Identify and evaluate medical errors and their causes.
5. Discuss and defend the need for compliance with standards of practice and codes of ethics for healthcare professionals.
6. Evaluate ethical and legal issues in a range of real-world scenarios, involving for example: protecting patients' rights; handling patients' consent, rights to autonomy, and dignity; matters relating to prolonging life; issues around reproductive choices; bioethical issues; long term care; disparities in healthcare; and care at the beginning and end of life.
7. Articulate and assess moral and philosophical claims, arguments, and goals frequently found in practice and medical literature
8. Identify and examine relationships among moral, professional, and legal obligations of physicians, including those involving honesty, and respect for patient well-being and confidentiality

Topical Description

Week	Assignments	Objectives
1	<p>Course Orientation</p> <ul style="list-style-type: none"> ○ Discussion Board: Introduction ○ Assignment: Hippocratic Oath <p>Chapter 1 – Introduction to Medical Law, Ethics, and Bioethics</p> <ul style="list-style-type: none"> ● Why Study Law, Ethics, and Bioethics ● Medical Law ● Ethics ● Models for Examining Ethical Dilemmas ● What Ethics Is Not ● Bioethics ● The Role of Ethics Committees ● Quality Assurance Programs ● Medical Etiquette <ul style="list-style-type: none"> ○ PowerPoint / Lecture ○ Homework 	<p>For Chapter 1</p> <ol style="list-style-type: none"> 1. Define the key terms. 2. Describe the similarities and differences between laws and ethics. 3. Discuss the reasons for studying law, ethics, and bioethics. 4. Describe how to apply the three decision-making models discussed in this chapter. 5. Explain why ethics is not just about the sincerity of one’s beliefs, emotions, or religious viewpoints.
2	<p>Chapter 2 – The Legal System</p> <ul style="list-style-type: none"> ● The Legal System ● Sources of Law ● Classification of Laws ● The Court Systems ● The Trial Process <ul style="list-style-type: none"> ○ PowerPoint / Lecture ○ Homework <p>Chapter 3 – Essentials of the Legal System for Healthcare Professionals</p> <ul style="list-style-type: none"> ● Medical Practice Acts ● Licensure of the Physician ● Standard of Care ● Confidentiality ● Statute of Limitations ● Good Samaritan Laws ● Respondent Superior 	<p>For Chapter 2</p> <ol style="list-style-type: none"> 1. Define the key terms. 2. Discuss why an understanding of the legal profession is necessary for the healthcare professional. 3. Describe the sources of law. 4. Describe the steps for a bill to become a law. 5. Discuss the difference between civil law and criminal law, explaining the areas covered by each. 6. List six intentional torts and give examples of each. 7. List examples of criminal actions that relate to the healthcare worker. 8. Discuss the difference between a felony and a misdemeanor. 9. Describe the types of courts in the legal system. 10. Explain the trial process. 11. Discuss why an expert witness might be used during a lawsuit.
	<p>For Chapter 3</p> <ol style="list-style-type: none"> 1. Define all key terms. 2. List the four basic characteristics of state medical practice acts. 3. Describe the three methods by which a state grants a license to practice medicine. 4. Discuss conduct that may result in a physician’s loss of license to practice medicine. 5. Identify the difference between licensure and certification. 6. Discuss what the term standard of care means for the physician and what it means for someone in your profession. 	

- Scope of Practice
- Risk Management
 - PowerPoint / Lecture
 - Homework

7. Describe the importance of the discovery rule as it relates to the statute of limitations.
8. Discuss the importance of the phrase *respondeat superior* as it relates to the physician.

3 Chapter 4 – Essentials of the Legal System for Healthcare Professionals

For Chapter 4

- Today’s Healthcare Environment
- Types of Medical Practice
- The Ethics of Fee Splitting
- Medical Specialty Boards
- Health Care Professionals and Allied Health Care Professionals
- The Delegation of Duties
 - PowerPoint / Lecture
 - Homework

1. Define all key terms.
2. Describe today’s healthcare environment.
3. Discuss the similarities and differences among health maintenance organizations (HMOs), preferred provider organizations (PPOs), and exclusive provider organizations (EPOs).
4. Describe five types of medical practice.
5. Discuss the term diplomat as it relates to medical specialty boards.
6. Identify three categories of licensed nurses and describe their educational requirements.
7. Describe five categories of certified healthcare professionals.
8. Describe the diagnostic related group (DRG) system of classification.
9. State the differences between Medicare and Medicaid.

Discussion Board #1

Quiz Chapters 1-4

Midterm - Written Paper Assignment Instructions Available - due week 8 (topic relating to chapters 1-7)

4 Chapter 5 – The Physician-Patient Relationship

For Chapter 5

- Physician’s Rights
- Physician’s Responsibilities
- Professional Practice Responsibilities
- Patient’s Rights
- Advance Directives
- Rights of Minors
- Patients’ Responsibilities
- Role of the Healthcare Consumer
 - PowerPoint / Lecture
 - Homework

1. Define the key terms.
2. Describe the rights a physician has when practicing medicine and when accepting a patient.
3. Discuss the nine principles of medical ethics as designated by the American Medical Association (AMA).
4. Summarize “A Patient’s Bill of Rights.”
5. Understand standard of care and how it is applied to the practice of medicine.
6. Discuss three patient self-determination acts.
7. Describe the difference between implied consent and informed consent.

5 Chapter 6 – Professional Liability and Medical Malpractice

For Chapter 6

- Professional Negligence and Medical Malpractice
- The Tort of Negligence
- Fraud
- Office of Inspector General
- Defense to Malpractice Suits
- Professional Liability
- Alternative Dispute Resolution

1. Define the key terms.
2. Define the four Ds of negligence for the physician.
3. Discuss the meaning of *respondeat superior* for the physician and the employee.
4. Discuss the meaning of *res ipsa loquitur*.
5. Explain the term *liability* and what it means for the physician and other healthcare professionals.
6. List 10 ways to prevent malpractice.
7. State two advantages of arbitration.
8. Discuss three types of damage awards.
9. Describe two types of malpractice insurance.
10. Explain the law of agency.

- **Liability of Other Health Professionals**
- **Tort Reform**
- **Malpractice Prevention**
 - PowerPoint / Lecture
 - Homework

6 Chapter 7 - Public Duties of the Healthcare Professional

- **Public Health Records and Vital Statistics**
- **Controlled Substances Act and Regulations**
- **Protection for the Employee and the Environment**
 - PowerPoint / Lecture
 - Homework

For Chapter 7

1. Define the key terms.
2. Describe the public duties of a physician.
3. Discuss the guidelines that should be used when completing a legal record or certificate.
4. List the information that must be included in a death certificate.
5. Describe the cases in which a coroner or health official would have to sign a death certificate.
6. List 10 reportable communicable diseases.
7. Discuss the Child Abuse Prevention and Treatment Act of 1974.
8. Describe eight signs that indicate a child, spouse, or elderly person may be abused.
9. Discuss the federal legislation of controlled substances.
10. List and explain the five schedules of drugs.
11. Explain how an Employee Assistance Program (EAP) can help troubled employees.

Quiz Chapters 5-7

7 Chapter 8 – Workplace Law and Ethics For Chapter 8

- **Professionalism in the Workplace**
- **Discrimination in the Workplace**
- **Privacy and the Workplace**
- **Cultural Considerations**
- **Religious Considerations**
- **Effective Hiring Practices**
- **Legal and Illegal Interview Questions**
- **Federal Regulations Affecting the Professionals**
- **Equal Employment Opportunity and Employment Discrimination**
- **Employee Health and Safety**
- **Compensation and Benefits Regulations**
- **Consumer Protection and Collection Practices**
 - PowerPoint / Lecture
 - Homework

1. Define the key terms.
2. Discuss the regulations concerning equal employment opportunity and employment discrimination.
3. Describe the regulations affecting employee health and safety.
4. Discuss the regulations affecting employee compensation and benefits.
5. Give examples of regulations affecting consumer protection and collection practices.
6. Describe accommodations that can be made in the workplace for persons with disabilities.
7. List several questions that may be legally asked during an employment interview and several questions that are illegal to ask during the interview.
8. Discuss guidelines for good hiring practices.

8 Midterm Assignment - Written Paper - due this week

9 Chapter 9 – The Medical Record For Chapter 9

- **Purpose of the Medical Record**

1. Define the key terms.
2. List five purposes of the medical record.

- **Contents of the Medical Record**
- **Ownership of the Medical Record**
- **Confidentiality and the Medical Record**
- **Retention and Storage of Medical Records**
- **Electronic Health Records**
- **Reporting and Disclosure Requirements**
- **Use of the Medical Record in Court**
 - **PowerPoint / Lecture**
 - **Homework**

3. List seven requirements for maintaining medical records as recommended by the Joint Commission on Accreditation of Healthcare Organizations (JCAHO).
4. Discuss guidelines for effective charting.
5. Discuss what is meant by timeliness of charting and why it is important in a legal context.
6. Describe ways to protect patient confidentiality that relate to the use of fax, copiers, e-mail, and computers.
7. Discuss the time periods for retaining adults' and minors' medical records, fetal heart monitor records, and records of birth, death, and surgical procedures.
8. Explain 13 guidelines to follow when a subpoena duces tecum is in effect.
9. Describe confidentiality obligations using electronic medical record keeping.

Discussion Board #2

10 Chapter 10 – Patient Confidentiality and HIPAA

- **Confidentiality**
- **Privacy Act of 1974, Amended in 1988**
- **Health Insurance Portability and Accountability Act of 1996, Updated in 2013**
- **Ethical Concerns with Information Technology (Informatics)**
 - **PowerPoint / Lecture**
 - **Homework**

For Chapter 10

1. Define the key terms.
2. Identify the problems associated with patient confidentiality.
3. Describe the information to which the Privacy Rule refers and how it applies to your profession.
4. Discuss the purpose of the Health Insurance Portability and Accountability Act (HIPAA) of 1996.
5. List which entities are affected by HIPAA.
6. Discuss the penalties for noncompliance with HIPAA.
7. List the patients' rights under the Privacy Standards.
8. Discuss the ethical issues concerning information technology.

Quiz Chapters 8-10

11 Chapter 11- Ethical and Bioethical Issues in Medicine

- **Early History**
- **Ethical Standards and Behavior**
- **Codes of Ethics**
- **Codes of Ethics for Other Medical Professionals**
- **Bioethical Issues**
- **Ethical Issues and Personal Choice**
- **The Ethics of Biomedical Research**
 - **PowerPoint / Lecture**
 - **Homework**

For Chapter 11

1. Define the key terms.
2. List and discuss at least 10 bioethical issues the modern physician and healthcare professional face.
3. Describe how an ethical decision-making model, such as the Seven-Step Decision Model, can be used when confronted with difficult ethical dilemmas.
4. Discuss ethical issues relating to genetic testing.
5. Describe the advances in human stem cell research.
6. Summarize the ethical issues of organ transplantation.
7. Discuss the importance of codes of ethics such as the Nuremberg Code.

12 Chapter 12 – Ethical Issues Relating to Life

- **Fetal Development**
- **Assisted or Artificial Conception**
- **Contraception**
- **Sterilization**

For Chapter 12

1. Define the key terms.
2. Discuss the ethical considerations relating to artificial insemination.
3. Describe the Baby M case.
4. Discuss the ethical considerations relating to surrogate motherhood and contraception.
5. List several ethical issues surrounding sterilization and contraception.
6. Explain the importance of *Roe v. Wade*.

- **Abortion**
- **Genetic Counseling and Testing**
- **Wrongful-Life Suits**
- **“Do the Right Thing”**
 - **PowerPoint / Lecture**
 - **Homework**

13 Chapter 13 – Death and Dying

- **The Dying Process**
- **Legal Definition of Death**
- **Stages of Dying**
- **Quality-Of-Life Issues**
- **Use of Medication**
- **Hospice Care**
- **Palliative Care**
- **Viatical Settlements**
- **Advance Directives**
- **Choices in Life and Death**
 - **PowerPoint / Lecture**
 - **Homework**

Discussion Board #3

14 Chapter 14 – Future Trends in Healthcare

- **Problems in the Current Health Care System**
- **New Advances and Improvement in Health Care**
- **Health Care Trends and Reform**
- **The Ethics of Care**
- **American Deaf Culture**
- **Blindness and Visual Impairment**
- **Life Issues of the Elderly**
- **Allocation of Scarce Time and Resources**
 - **PowerPoint / Lecture**
 - **Homework**

15 Final Exam Chapters 1-14

For Chapter 13

1. Define the key terms.
2. Discuss the difference between cardiac and brain-oriented death.
3. Describe the Harvard Criteria for a Definition of Irreversible Coma.
4. Discuss the pros and cons of euthanasia.
5. Provide examples of ordinary versus extraordinary means used in the treatment of the terminally ill.
6. List and discuss the five stages of dying as described by Dr. Kübler-Ross.

For Chapter 14

1. Define key terms.
2. Discuss what is meant by the phrase “First, do no harm.”
3. Discuss the Children’s Health Initiative Program (CHIP).
4. Describe who is covered under the Patient Protection and Affordable Care Act (PPACA).
5. Explain what health benefits are covered by Medical Exchanges.

Notes to Instructors