

Patient Bias & Ethical Implications of EMR

Student's Name

Institutional Affiliation

4-1 Discussion: Patient Bias & Ethical Implications of EMR

In Scenario 1, we explore the complex issue of responding to bias incidents in healthcare settings. The Mayo Clinic's 5-Step Policy for Responding to Bias Incidents provides a structured approach to handling such situations, recognizing bias, ensuring safety, providing support, documenting incidents, and implementing systemic changes.

In the scenario presented, a patient's family complains about an employee's tattoos, requesting that the employee cover them or not work with their mother due to the stress and anxiety it causes. As the person responsible for staff assignments, my response would be guided by the Mayo Clinic's policy and ethical principles.

First, I would ensure the situation is approached with sensitivity and respect for all parties involved. I would listen to the family's concerns and explain that our staff's appearance, including tattoos, is part of their expression and does not impact their professional capabilities. However, I would explore whether the employee is comfortable covering the tattoos temporarily to alleviate the patient's immediate stress, provided this request does not set a precedent for discriminatory practices.

This situation treads a fine line between workplace discrimination and patient welfare. While addressing patient anxiety is essential, upholding anti-discrimination policies and respecting employees' rights is equally crucial. Accommodating such requests could unintentionally reinforce biases and contribute to a discriminatory workplace environment.

My response would differ significantly if the family requested only female or white employees. These requests directly violate anti-discrimination laws and ethical standards. I would firmly explain that staff assignments are based on qualifications and availability, not gender or race. Accommodating such requests would be discriminatory and unacceptable.

In summary, the resolution of bias incidents necessitates a balanced approach. This approach, which respects both patient welfare and employee rights, is the key to fostering a harmonious and inclusive healthcare environment. By adhering to ethical principles and established policies, healthcare professionals can effectively navigate these challenging scenarios and uphold the integrity of their practice.

Peer Responses

Respond to 2 peers.

Response 01

Hey Sam, nice post! You effectively highlighted the importance of following anti-discrimination policies while considering patient needs. Your approach to handling requests for female or white employees was powerful, emphasizing ethical standards. Well, you were done maintaining a respectful yet firm stance. Keep up the insightful work!

Response 02

Responding to peers is vital to the PHIL 210 Module Four discussion posts. We need to provide at least two peer responses. I will provide one example post. You can write your peer responses keeping the above points in mind.