

BELTSS Code of Ethics for Healthcare Executives

Preamble: The preservation of the highest standards of integrity and ethical principles is vital to the successful performance of the professional responsibilities of all healthcare executives. It shall be the obligation of healthcare executives to seek to avoid not only conduct specifically proscribed by the code, but also conduct that is inconsistent with its spirit and purpose. Failure to specify any particular responsibility or practice in this Code of Ethics should not be construed as denial of the existence of other responsibilities or practices. Recognizing that the ultimate responsibility for applying standards and ethics falls upon the individual, BELTSS establishes the following Code of Ethics to make clear its expectation of healthcare executives.

Expectation I: Individuals shall hold paramount the welfare of persons for whom care is provided.

Prescriptions: The Healthcare Executive shall:

- Strive to provide to all those entrusted to his or her care the highest quality of appropriate services possible and will exemplify an administrative philosophy congruent with person-centered care.
- Operate the facility consistent with laws, regulations, and standards of practice recognized in the field of long-term care administration.
- Protect the confidentiality of information regarding recipients of care, consistent with law and professional standards.
- Perform administrative duties with the personal integrity that will earn the confidence, trust, and respect of care recipients and the general public.
- Take steps to lead a culturally competent organization and to avoid discrimination on basis of race, color, religion, sex, pregnancy, sexual orientation, citizenship status, national origin, age, physical or mental disability, past, present, or future status in the U.S. uniformed services, genetics, marital status, gender identity, source of payment or any other characteristic protected under applicable law.
- Exercise appropriate supervision and responsibility over the activities of personnel.
- Protect, support, and promote resident rights as required by state and federal laws.
- Take appropriate steps to protect care recipients from abuse, neglect, and exploitation.

Proscription: The Healthcare Executive shall not:

- Disclose professional or personal information regarding recipients of care to unauthorized personnel unless required by law or to protect the public welfare.

Expectation II: Individuals shall maintain high standards of professional competence and personal conduct.

Prescriptions: The Healthcare Executive Shall:

- Possess and maintain the competencies necessary to effectively perform his or her responsibilities.
- Practice administration in accordance with capabilities and proficiencies and, when appropriate, seek counsel from qualified others.
- Actively strive to enhance knowledge of and expertise in long-term care administration through continuing education and professional development.
- Demonstrate conduct that is in the best interests of the profession.
- Implement policies and procedures that emphasize the importance of the healthcare team and the care recipient in the delivery of quality care.
- Assure a program is in place to provide for the recruitment, hiring, and development of competent managers and other staff.
- Coordinate meaningful training programs that improve employee skills and enhance employee performance.

Proscription: The Healthcare Executive shall not:

- Misrepresent qualifications, education, experience, or affiliations.
- Provide services other than those for which he or she is prepared and qualified to perform.

Expectation III: Individuals shall strive, in all matters relating to their professional functions, to maintain a professional posture that places paramount the interests of the recipients of care and the organization.

Prescriptions: The Healthcare Executive shall:

- Avoid partisanship and provide a forum for the fair resolution of any disputes which may arise in service delivery or organizational management.
- Disclose to the governing body or other authority as may be appropriate, any actual or potential circumstance

concerning him or her that might reasonably be thought to create a conflict of interest or have a substantial adverse impact on the organization or the care recipients.

Proscription: The Healthcare Executive shall not:

- Participate in activities that reasonably may be thought to create a conflict of interest or have the potential to have a substantial adverse impact on the organization or its residents.

Expectation IV: Individuals shall honor their responsibilities to the public, their profession, and their relationships with colleagues and members of related professions.

Prescriptions: The Healthcare Executive shall:

- Foster increased knowledge within the profession of long-term care administration and support research efforts toward this end.
- Participate with others in the community to plan for and provide a full range of healthcare services.
- Participate in efforts to promote a quality long-term care system of services and supports.
- Share areas of expertise with colleagues, students, and the general public to increase awareness and promote understanding of healthcare in general and the profession in particular.
- Mentor the next generation of healthcare leaders.
- Inform BELTSS of actual or potential violations of this Code of Ethics, and fully cooperate with sanctioned inquiries into matters of professional conduct related to this Code of Ethics.

Proscription: The Healthcare Executive shall not:

- Defend, support, or ignore unethical conduct perpetrated by colleagues, peers, or students.