

Nursing Home Stripper Case Instructions

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Step 1 – PAUSE and clear your mind

DO NOT ACT. DO NOT RESPOND. TAKE A MOMENT FIRST TO ask yourself these questions:

- “What am I feeling about this situation?”
- “What is bothering me and why?”
- “What seems to be wrong in this situation?”
- “What kind of ethical problem is this? Is it moral distress? Is it an ethical dilemma? Is it both?”

Step 2 – ASSESS the facts

Take a moment to explore gather the facts of the situation. Ask yourself:

- Who is involved?
- What is happening?
- How, in this situation can I best provide a caring response and therefore deliver person centered care?
- Who do I need to involve in this ethical decision making process? And who can help/guide me?

Step 3 – UNDERSTAND your options

- Consider, reconsider and negotiate the goals of individuals involved remembering at all times that your goal is to deliver a caring response.
- Consider interventions to meet goals and resolve moral problems while also delivering a caring response.
- Consider alternatives for delivering a caring response – what are your options for action?
- Endeavor to resolve conflicts between people involved in the scenario.

Step 4 – SEEK the best solution

- Action may take several forms (remember that choosing not to act is also an action).
- Negotiate an acceptable plan of action (remember that an acceptable plan of action always delivers a caring response).
- Implement your plan of action.

Step 5 – EVALUATE the outcome and the process

- Did you achieve an acceptable outcome? For everyone?
- Were there any unintended consequences of your decision?
- Would you do anything differently next time?
- Did the ethical decision making process work? Did you involve enough people and/or the right people?
- Should your organization review or revise any of its rules or procedures?
- Is more staff training needed? Or better communication?
- Anything else you have learned that you can apply going forward?

A Caring Response: the GOAL of ethical decision making



Types of ethical problems:

Moral Distress



- You know the right thing to do but you can't do it because you are blocked by something, e.g.:
 - Your organization's policies
 - Your own fears



- The situation is new or very complex and you know something is wrong BUT you don't know what to do.

Ethical dilemma

Path A is morally correct, but if you take path A you cannot also take path B.



Path B is morally correct, but if you take path B you cannot also take path A.

- You have at least 2 morally correct, mutually exclusive choices of action (meaning you can only take 1 path).
- By following 1 path, you are not following the other(s) which are also correct.
- Hence, a dilemma.

Ethical principles:

Non-maleficence – do no harm

Beneficence – prevent harm, remove harm, do good

Fidelity – keep promises made to others

Autonomy – support/respect self-direction

Veracity – tell the truth, do not lie

Justice – distribute benefits and burdens among groups/individuals fairly

Paternalism – make decisions for the good of another