

**Policy Number: EM09**

**Subject: Code of Ethics**

**Authored by: Perfusion.com, Inc.**

**I. Purpose:**

The purpose of a code of ethics is to acknowledge the responsibility and trust conferred upon PDC Perfusion Services it by hospital clients, physicians and patients and to recognize the internal obligations inherent in that trust. The following paragraphs delineate the standards governing the conduct of employees in their professional interactions with patients, colleagues, other health professionals and the general public. Realizing that no code can encompass all ethical responsibilities of the employee, this enumeration of obligations in the code of ethics is not comprehensive and does not constitute a denial of the existence of other obligations, equally imperative and not specifically mentioned herein. This code of ethics shall be binding on PDC Perfusion Services, its employees and contractors. For the purposes of this policy, PDC employees will encompass contractors.

**II. Professional Conduct:**

PDC and its employees will uphold the dignity and honor of the profession, accept its disciplines and expose without hesitation illegal, unethical and incompetent conduct.

Interpretive Statements:

- A. PDC employees are part of a collaborative effort to deliver proper health care to the patients under our care.
- B. PDC employees have a personal, as well as a professional, obligation to protect and safeguard the patients from illegal and/or unethical actions or the incompetence of any person.
- C. Each PDC employee must maintain personal integrity and establish the appropriate means to fully protect his/her freedom of conscience for the delivery of services to the patient.
- D. PDC employees should maintain their professional demeanor both inside and outside the workplace.
- E. Any employee who demonstrates incompetence or illegal conduct as it pertains to this Code of Ethics shall be exposed to the proper authorities.

**III. Patient Rights:**

Employees shall respect patients' rights and dignity and shall uphold the doctrine of confidentiality regarding privileged patient information.

Interpretive Statements:

- A. Information about the patient's clinical situation will be kept confidential, unless otherwise required by law, in order to protect the welfare of an individual or community. Written guidelines or protocols of an institution or department may be instrumental in deciding the way confidential information is handled for release.

#### **IV. Scope of Services:**

PDC and its employees shall provide only those services for which they are qualified. Employees shall not misrepresent in any manner, either directly or indirectly, their skills, training, professional credentials, identity or services.

- A. Employees will accept responsibility for the exercise of sound judgment in the delivery of services to the patient and shall be accountable for the quality of the service provided.
- B. Employees will provide accurate information about the profession, and services they provide, as well as the employee's own qualifications.
- C. Employees shall not engage in practices beyond their competence or training.
- D. Employees shall not delegate to a less qualified person any activity which requires the unique skill, knowledge and judgment for which they are formally educated or trained. Services rendered by supportive personnel will be under the supervision of a formally educated perfusionist.

#### **V. Professional Development:**

PDC and its employees shall strive to improve their medical knowledge and skills on a continuing basis.

- A. Employees shall support quality didactic and clinical education.
- B. Professional conduct will be maintained toward employees, peers, students, medical staff and patients.
- C. Employees shall participate in educational activities, either by individual study or through continuing education, which will enhance their basic knowledge in order to continue to provide quality health care to the patients.

#### **VI. Standards of Practice:**

PDC and its employees shall maintain and promote high standards for perfusion practice which Employees shall protect the rights of patients and animals involved in research and conduct research in accordance with accepted ethical and reporting standards.

- A. All Employees who participate or contribute as an author or investigator will receive proper recognition and responsibility for the data being presented and/or published.
- B. The Employees shall maintain and promote high standards for research, including:
  - 1. Full public disclosure and/or acknowledgments of support for research.
  - 2. Avoidance of fraud and plagiarism.
  - 3. Scientific articles will not be published in more than one journal without referencing the primary publishing journal, and the consent of the editors of all publications must be obtained.

#### **VII. Conflict of Interest:**

PDC and its employees shall, always, hold the well-being of the patient to be paramount and shall not act in such a way as to bring the employees interests into conflict with the patient's interests. Employees shall deliver health care services without regard to race, color, creed, national origin, sex, age, religion, sexual preference or physical and/or mental condition.

- A. An employee's professional practice and adherence to ethical principles shall take preference over business practices. Employees shall place service before material gain.

- B. Employees should fully disclose to PDC other business practices that may appear as a conflict of interest with PDC, clientele and/or public. These may include but are not limited to:
  - 1. Consultant for fee
  - 2. Sales representative
  - 3. Technical advisor
  - 4. Lecturer for fee
  - 5. Acceptance of fees, gratuities, funding from industry
  - 6. Other business relationships

In that the ultimate concern of PDC is to improve patient care, it is our position that clinicians engaged in medical care are required to and must be allowed to periodically evaluate the equipment in the effort of continuously improving patient care which should include both patient outcomes and safety.

To this end, PDC holds that each employee has the following ethical and professional responsibilities:

- A. Employees will always attempt to fairly evaluate all competing products and services, with the principal selection criteria being that of regard for patient safety and well-being.
- B. Employees shall always base any decision on product and service selection on clinical evaluations and documented clinical and scientific data.
- C. Employees will not allow the opportunity to arise whereby objective evaluations of products and services are compromised by gratuities, gifts, entertainment, consulting engagements, employment status, or any other material or personal gain.

#### **VIII. Commitment to Professional Integrity:**

Perfusion.com, Inc. has adopted guidelines for its professional conduct concerning the bidding and RFP process. These guidelines are intended to demonstrate our commitment to professional integrity within the perfusion industry.

- A. Perfusion.com will not respond to a Request for Proposal (RFP) when cost is the only driving factor.
- B. Perfusion.com will not bid against an industry competitor unless we determine retention of the incumbent is unlikely.
- C. Perfusion.com will not bid on a hospital contract when a conflict of interest exists.
- D. Perfusion.com will not bid any hospital contract at a staffing level that may jeopardize patient safety.