



CODE OF ETHICS

PHILOSOPHY:

Our team promotes quality, compassionate care in a nurturing home like environment that promotes honesty and integrity while respecting the rights of each individual. As leaders in our community, we will provide care and services in a progressive environment that maintains confidentiality and dignity. This code of ethics serves as an addition to each Health Care discipline's professional code of ethics. APANS Health Services and members of their team support the corporate mission and value statements which reflect the uniqueness of each Home.

OUR COMMITMENT TO RESIDENTS AND FAMILY:

- * We promote an optimal level of resident centered care that respects individual uniqueness.
- * We respect and promote the Resident's Bill(s) of Rights including their right to privacy and confidentiality.
- * We respect the dignity of the resident through all stages of life with consideration to social and cultural diversities.
- * We provide care and services by an interdisciplinary team without discrimination in a safe, caring Home.

OUR COMMITMENT TO THE HEALTH CARE TEAM:

- * Care and services provided shall be delivered by a qualified interdisciplinary team dedicated to the principles of quality compassionate care.
- * We provide a supportive environment which encourages individualized personal and professional growth for members of the team. Internal and external educational opportunities will be supported within financial parameters. We commit to support the learning goals and objectives of students in the long term health care field.
- * In the pursuit of excellence, we utilize current best practices and technologies, promote quality improvement and believe in the value of transparency.
- * We respect the rights of the individual members of the team including but not limited to:
 - o Right of privacy and confidentiality
 - o Rights as defined by the Human Rights Code
 - o Right to work in a safe environment free of harassment and abuse.
- * Pride, satisfaction, responsibility, loyalty and good working relationships will be encouraged. The organization provides an environment that supports employee wellness.
- * The organization respects and values the contribution and effort of the individual.

OUR COMMITMENT TO THE COMMUNITY:

- * We promote meaningful community linkages essential to the quality of life.
- * Through ethical business practices, we embrace the principles of honesty, integrity and fairness with consideration of each individual's financial circumstances. Fiscal and human resources are to be utilized effectively to support a safe and caring environment.
- * We will accurately represent the company and its services in all marketing activities and messages.
- * We network with government, professional organizations, regulatory bodies and social agencies in a mutual effort to promote the health and welfare of all individuals while enhancing the image of Long Term Care.
- * We support the importance of the best practices approach to health care through our community involvement in education and research.
- * We will promote environmentally responsible practices.

YOUR COMMITMENT TO THE HOME:

- * The resident/family will provide the team with accurate and relevant information for care planning and actively participate in the decision-making process(es)
- * The resident/family will honor the policies of the Home and respect the rights and privacy of others.
- * The resident/family will provide personal necessities while being fiscally responsible.

