



# INTERCARE ETHICS FRAMEWORK

## *Is this an Ethical Concern?*

### Questions to ask:

- ◆ Is it hard to figure out the “best” choice?
- ◆ Are you asking questions about what you “should do”?
- ◆ Are values and beliefs involved?
- ◆ Are you feeling uncomfortable?
- ◆ Are there multiple factors or conflicting views impacting the situation?

If you answered “**YES**” to any of the questions above, you may be facing an ‘**Ethical Concern**’.

## *ETHICS: Making The “Decision”*

*ASK: What is the Ethical Concern?*

### 1. Gather the Facts

- Who is involved?
- What is the Resident's preference?
- Are there medical issues?
- What does the family / decision-maker want?
- Are there policies to consider?
- How does this affect everyone else?

### 4. Act and Evaluate

- Have all the options been carefully considered?
- If the plan had to be explained to someone else, what would they say?
- Take action, evaluate the outcome(s) and make adjustments as needed

Ethical Concerns can be challenging.  
If you need support, please contact a supervisor.

### 2. Identify values and potential conflicts

- What are the values (Intercare core values or personal values)?
- Are there values in conflict? Which ones?
- What are important factors to consider and why?

### 3. Think about Options

- Which option(s) will do the most good and least harm?
- Which option(s) consider the rights and values of everyone involved?