

NURSING PROFESSIONAL GOVERNANCE ORGANIZATION CODE OF CONDUCT

MISSION

The Rush Oak Park Hospital Nursing Professional Governance Organization (NPGO) creates an environment supportive of the RUSH ICARE Values, the Illinois Nurse Practice Act, the Rush Oak Park Nursing Professional Practice Model, the Rush Oak Park Nursing Care Delivery Model, the NPGO Bylaws as well as components that reflect a Healthy Work Environment. This Code is a guideline for professional behavior for the NPGO with relation to fellow nurse colleagues, patients, families and visitors to our campus, members of the interdisciplinary team, students, our greater community and society as a whole. Our mission is to promote respectful behavior in an environment free from abuse. We work towards collaborative teamwork that is reflective of professional, accountable and expert nursing care.

PRINCIPLES

Professional Role: Our conduct is professional, respectful, honest and full of integrity. We take pride in our professional role, in our institution and our service to the community. Skilled patient care is dependent on the healthy relationships with our colleagues and environment. We embrace change and constantly seek improvement in patient outcomes.

Respect of All Voices: We support an environment where every voice is valued, respected and listened to. Respectful personal expression of diverse opinions is encouraged.

Supportive of Open Environment: We are approachable and willing to participate in both giving and receiving of feedback. We create an environment where ideas are welcomed and encouraged. We accept the responsibility to give constructive feedback in a healthy, professional manner, always maintaining the other individual's self-esteem.

Commitment to Teamwork: We support an environment of teamwork and camaraderie. We see every patient as our collective responsibility. We seek to incorporate the patient and family as well as other disciplines into our team.

Authentic Leadership: We demonstrate congruence between words and actions. We lead from where we stand, remaining committed to promoting the health of our patients, their families, our colleagues, our institution and our community as a whole.

Examples of Unhealthy Behaviors:

- ▶ Bullying and or incivility
- ▶ Establishment of cliques designed to exclude staff
- ▶ Gossiping
- ▶ Intimidation
- ▶ Passive Aggression
- ▶ Refusing to give assistance
- ▶ Negative nonverbal behaviors

By signing this document, I agree to adhere to the NPGO Code of Conduct

SIGNATURE OF EMPLOYEE

DATE