Appendix TBD
Sacred Heart Medical Center

**Code of Conduct: Bullying and Harassment**

The PeaceHealth Code of Conduct is approved by the Board of Directors as policy and is a foundational element of every caregiver’s commitment to act with integrity and compassion. Mutual respect and collaboration are integral to the culture at PeaceHealth. Compassion, caring and acceptance of individual differences supports a desirable workplace in which all feel respected and valued. All PeaceHealth caregivers must all be committed to a safe, ethical workplace. PeaceHealth requires every caregiver to follow PeaceHealth policies and procedures.

Therefore, bullying, harassment, and intimidation by members of the administrative staff including but not limited to, the chief nursing officer, director, manager, assistant nurse manager, physicians, educator, or house supervisor directed at a nurse shall not be tolerated and shall be addressed per the Code of Conduct and disciplinary policies of PeaceHealth. Retaliation by a member of the administrative staff towards a nurse who has filed a complaint regarding bullying, harassment and intimidation shall not be tolerated and shall be addressed per the Code of Conduct and disciplinary policies of PeaceHealth.

**Definitions:**

Harassment: unwanted conduct that threatens, intimidates, demeans, pressures, or puts a person in fear of their safety.

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Bullying: Any behavior that is repeated, systematic and directed towards an individual or group of individuals which a reasonable person would expect to victimize, humiliate, undermine, or threaten that individual or group.

- Intimidation is a form of bullying by which someone acts aggressively in a manner that coercing someone else into taking an action they do not want to take.

- “Gaslighting” is a form of bullying in which the perpetrator engages in a pattern of an increasing frequency of systematically withholding factual information from, and/or providing false information to, the victim - having the gradual effect of making that person anxious, confused, and less able to trust their own memory and perception.

Retaliation occurs when an employer punishes through word or deed an employee for reporting a concern about conduct that they believe in good faith could violate PeaceHealth policies, mission or the law.