



Western Technical College

10160120 Medical Law, Ethics and Professionalism

Course Outcome Summary

Course Information

Description	Prepares students to display professionalism and perform within ethical and legal boundaries in the health care setting. Students maintain confidentiality, examine legal aspects of the medical record, perform quality improvement procedures, examine legal and bioethical issues, and demonstrate awareness of diversity.
Career Cluster	Business Management and Administration
Instructional Level	Associate Degree Courses
Total Credits	2
Total Hours	36

Textbooks

Applied Law and Ethics in Healthcare – with MindTap. Copyright 2023. Pardew, Wendy Mia. Publisher: Cengage Learning. **ISBN-13:** 978-0-357-62392-3. Required.

Learner Supplies

Webcam and headset with microphone. **Vendor:** To be discussed in class. Required.

Success Abilities

1. Cultivate Passion: Expand a Growth-Mindset
2. Refine Professionalism: Act Ethically
3. Refine Professionalism: Improve Critical Thinking
4. Refine Professionalism: Practice Effective Communication

Program Outcomes

1. Demonstrate professionalism in a healthcare setting
2. Apply HIPAA, federal and state law, and regulatory compliance in business health practices

Course Competencies

1. Demonstrate professionalism in the health care setting.

Assessment Strategies

- 1.1. Demonstration
- 1.2. Case Study

Criteria

You will know you are successful when

- 1.1. you demonstrate professional behavior in a health care setting.
- 1.2. you demonstrate sensitivity to patient rights.
- 1.3. you apply the Patient Bill of Rights to medical office policies and procedures.
- 1.4. you demonstrate sensitivity to cultural differences.
- 1.5. you examine ways that cultural differences can affect the delivery of health care services and understands how to avoid discrimination.

Learning Objectives

- 1.a. Demonstrate a professional image in behavior and dress.
- 1.b. Demonstrate empathy, compassion and respect towards all patients.
- 1.c. Communicate in ways that demonstrate sensitivity and respect of a diverse patient population.
- 1.d. Demonstrate personal integrity through ethical and responsible behavior.
- 1.e. Apply the principles of the Patient Bill of Rights to given scenarios.
- 1.f. Explain how the Patient Bill of Rights impact medical office policies and procedures.

2. Practice confidentiality in compliance with HIPAA and other privacy laws.

Assessment Strategies

- 2.1. Case Study
- 2.2. Simulation

Criteria

You will know you are successful when

- 2.1. you demonstrate confidentiality in a health care setting.
- 2.2. you understand the need for heightened confidentiality for specialty cases including AIDS and HIV, substance abuse, mental health, sexual assault, STDs, and child abuse.
- 2.3. you apply appropriate safeguards for the disclosure and use of confidential information.
- 2.4. you apply appropriate procedures to follow when a patient's medical record is subpoenaed.
- 2.5. you apply state and federal (HIPAA) laws regarding the privacy and security of protected health information.
- 2.6. you understand consent requirements to release medical records.
- 2.7. you respond appropriately to breaches of confidentiality.
- 2.8. you understand the laws implemented to protect the security of health care information.
- 2.9. you discuss patient rights as defined by HIPAA and the Patient Protection and Affordable Care Act.

Learning Objectives

- 2.a. Explain how the HIPAA Privacy and Security Rules protect health information.
- 2.b. Adapt privacy and confidentiality practices in medical scenarios.
- 2.c. Define protected health information.
- 2.d. Describe the appropriate use and disclosure of protected health information.
- 2.e. Provide examples of what constitutes treatment, payment and healthcare operations.
- 2.f. Identify state and federal legislation which governs the use and disclosure of health information.
- 2.g. Describe methods to safeguard patient information from unauthorized access, use, disclosure, loss, or tampering.
- 2.h. Maintain confidentiality and privacy of patient information.

3. Demonstrate ethical decisions in a health care setting.

Assessment Strategies

- 3.1. Case Study
- 3.2. Simulation

Criteria

You will know you are successful when

- 3.1. you differentiate between legal, ethical and moral issues affecting health care.
- 3.2. you differentiate between personal, professional and organizational ethics.
- 3.3. you demonstrate how to report illegal or unethical behaviors that affect health, safety and welfare of others to the proper authorities.
- 3.4. you demonstrate ethical behavior, including honesty and integrity.
- 3.5. you examine the impact of personal ethics and morals.

Learning Objectives

- 3.a. Identify the ethical issues in a given medical scenario.
- 3.b. Apply an ethical decision making process to given scenarios.
- 3.c. Provide rationale for the position you take on legal and ethical issues in healthcare.
- 3.d. Explain the consequences of unethical behavior.
- 3.e. Define moral and professional ethics in healthcare.

4. Demonstrate professional conduct within legal boundaries.

Assessment Strategies

- 4.1. Case Study
- 4.2. Simulation

Criteria

You will know you are successful when

- 4.1. you describe the difference between fraud and abuse in the health care setting and prevent situations that could result in litigation.
- 4.2. you examine the seven key components of an effective compliance program.
- 4.3. you examine the governing bodies that provide oversight in health care setting; how they monitor; and how they can enforce compliance with the laws.
- 4.4. you examine laws that regulate required reporting (e.g. birth & death certificates, reportable diseases & injuries, and vaccinations.)
- 4.5. you apply patient rights in the health care setting.
- 4.6. you disclose patient health information in compliance with privacy and security laws.

Learning Objectives

- 4.a. Define healthcare fraud.
- 4.b. Define healthcare abuse.
- 4.c. Describe the components of a healthcare compliance program.
- 4.d. Accept clinical practices, policies and procedures that adhere to state and federal law.
- 4.e. Explain how monitoring and oversight is used to ensure compliance with legal requirements.

5. Apply state and federal health care legislation and regulation to the healthcare setting

Assessment Strategies

- 5.1. Case Study
- 5.2. Simulation

Criteria

You will know you are successful when

- 5.1. you describe how state and federal legislation and regulations impact healthcare.
- 5.2. you interpret the Americans with Disabilities Act (ADA) and how it applies to healthcare.
- 5.3. you differentiate between criminal, civil and tort law as it applies to the medical office.
- 5.4. you describe how FDA and DEA regulations impact healthcare in a medical office setting.
- 5.5. you describe negligence, malpractice, Statue of Limitation, and the Good Samaritan Act(s).
- 5.6. you examine how the Uniform Anatomical Gift Act, Living Will/Advanced directives, and the Medical

- Durable Power of Attorney are used in healthcare.
- 5.7. you examine legal and illegal hiring and firing practices.
 - 5.8. you examine how to monitor and prevent fraud and abuse in the health care setting.

Learning Objectives

- 5.a. Review the structure and function of the legislative branches of government.
- 5.b. Describe the steps involved in the in law making.
- 5.c. Identify the state or federal law(s) that applies to a given scenario.
- 5.d. Use legal resources correctly (Code of Federal Regulations, Federal Register, State Statutes and Administrative Codes, and accrediting agency standards.)
- 5.e. Demonstrate the monitoring of changes with state and federal laws.

6. Demonstrate awareness and sensitivity when providing health care to a diverse patient population.

Assessment Strategies

- 6.1. Case Study
- 6.2. Scenario Response

Criteria

You will know you are successful when

- 6.1. you exhibit respect for a patient's diversity, incorporating awareness of one's own biases in areas including gender, race, religion, age and economic status.
- 6.2. you demonstrate respect for diversity in communicating with patients and families.
- 6.3. you demonstrate awareness of how an individual's personal appearances affects anticipated responses.
- 6.4. you examine cultural differences and how they may impact the way we provide health care services.
- 6.5. you examine religious freedoms as they apply to health care.

Learning Objectives

- 6.a. Describe common communication barriers that occur between providers and patients.
- 6.b. Describe how gender can create obstacles to communication.
- 6.c. Describe how cultural differences can create obstacles in communication.
- 6.d. Identify strategies for overcoming diversity-related obstacles.
- 6.e. Identify ways to work successfully in a multi-generational or multi-cultural workplace.
- 6.f. Discuss how personal and professional appearance influences the patient's perception of the care they receive.

7. Examine the laws that impact workplace legal issues.

Assessment Strategies

- 7.1. Written Objective Test

Criteria

You will know you are successful when

- 7.1. you examine federal laws regarding hiring, firing, and discrimination in the workplace.
- 7.2. you examine the areas mandated by the Occupational Safety and Health Administration (OSHA) for employee safety.
- 7.3. you discuss OSHA standards for infection control in the medical office.
- 7.4. you examine the Clinical Laboratory Improvement Act (CLIA) in quality laboratory testing.
- 7.5. you examine the medical professional's defense to malpractice and how to prevent law suits.

8. Examine the laws that regulate genetic testing, cloning, stem cell research, and gene therapy.

Assessment Strategies

- 8.1. Written Objective Test

Criteria

You will know you are successful when

- 8.1. you examine situations in which genetic testing is appropriate and explain how results might lead to genetic discrimination.
- 8.2. you discuss current genetic issues such as cloning and stem cell research.

9. Examine the laws that regulate patient rights.

Assessment Strategies

9.1. Written Objective Test

Criteria

You will know you are successful when

- 9.1. you discuss the laws that affect the rights of children, abandoned infants, and teens.
- 9.2. you examine end-of-life rights, euthanasia, living wills, durable power of attorney, and Do-Not-Resuscitate (DNR) orders.
- 9.3. you discuss the laws that regulate organ donations.
- 9.4. you describe the health care professional's role in caring for the dying patient.
- 9.5. you describe how HIPAA protects patient rights.
- 9.6. you explain patient rights provided in the Affordable Care Act.