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  2.00

Total Hours  36.00

Types of Instruction

Instruction Type  Lecture

Credits/Hours  2 CR / 36 HR

Course History

Target Population

Individuals who are preparing for careers as Medical Administrative Professionals.

Textbooks


Core Abilities

1. Demonstrate ability to think critically.
   Status  Active

2. Demonstrate ability to value self and work ethically with others in a diverse population.
   Status  Active

3. Make decisions that incorporate the importance of sustainability.
   Status  Active
4. Transfer social and natural science theories into practical applications.
   Status Active

5. Use effective communication skills.
   Status Active

Program Outcomes

1. Efficiently and accurately use computer application software and medical terminology to prepare and maintain medical documents.
   Status Active

2. Apply HIPAA Privacy and Security Laws as appropriate.
   Status Active

Course Competencies

1. Demonstrate professionalism in the health care setting.
   Domain Cognitive Level Applying Status WIP

   Assessment Strategies
   1.1. Demonstration
   1.2. Case Study

   Criteria
   Performance will meet expectations when learners:
   1.1. Demonstrate professional behavior in a health care setting.
   1.2. Demonstrate sensitivity to patient rights.
   1.3. Apply the Patient Bill of Rights to medical office policies and procedures.
   1.4. Demonstrate sensitivity to cultural differences.
   1.5. 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.
   Domain Cognitive Level Applying Status WIP

   Assessment Strategies
   2.1. Case Study
   2.2. Simulation

   Criteria
   Performance will meet expectations when learners:
   2.1. Demonstrate confidentiality in a health care setting.
   2.2. 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. Apply appropriate safeguards for the disclosure and use of confidential information.
   2.4. Apply appropriate procedures to follow when a patient's medical record is subpoenaed.
   2.5. Apply state and federal (HIPAA) laws regarding the privacy and security of protected health information.
   2.6. Understand consent requirements to release medical records.
2.7. Respond appropriately to breaches of confidentiality.
2.8. Understand the laws implemented to protect the security of health care information.
2.9. Discuss patient rights as defined by HIPAA and the Patient Protection and Affordable Care Acct.

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.**

*Domain*  
**Cognitive**  
**Level**  
**Applying**  
**Status**  
**WIP**

**Assessment Strategies**
3.1. Case Study
3.2. Simulation

**Criteria**
*Performance will meet expectations when learners:*
3.1. Differentiate between legal, ethical and moral issues affecting health care.
3.2. Understand personal, professional and organizational ethics.
3.3. Understands how to report illegal or unethical behaviors that affect health, safety and welfare of others to the proper authorities.
3.4. Demonstrate ethical behavior, including honesty and integrity.
3.5. When learner examines 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.**

*Domain*  
**Cognitive**  
**Level**  
**Applying**  
**Status**  
**WIP**

**Assessment Strategies**
4.1. Case Study
4.2. Simulation

**Criteria**
*Performance will meet expectations when learners:*
4.1. Understand the difference between fraud and abuse in the health care setting and prevent situations that could result in litigation.
4.2. Examine the seven key components of an effective compliance program.
4.3. 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. Examine laws that regulate required reporting (e.g. birth & death certificates, reportable diseases & injuries, and vaccinations.)
4.5. Understand and apply patient rights in the health care setting.
4.6. Use and 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**

   **Domain**  | **Cognitive** | **Level** | **Applying** | **Status** | **WIP**

   **Assessment Strategies**
   5.1. Case Study
   5.2. Simulation

   **Criteria**

   *Performance will meet expectations when learners:*
   5.1. Understand how state and federal legislation and regulations impact healthcare.
   5.2. Understand the Americans with Disabilities Act (ADA) and how it applies to healthcare.
   5.3. Understand the difference between criminal, civil and tort law as it applies to the medical office.
   5.4. Understand how FDA and DEA regulations impact healthcare in a medical office setting.
   5.5. Understand negligence, malpractice, Statue of Limitation, and the Good Samaritan Act(s).
   5.6. Examine how the Uniform Anatomical Gift Act, Living Will/Advanced directives, and the Medical Durable Power of Attorney are used in healthcare.
   5.7. Examine legal and illegal hiring and firing practices.
   5.8. 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.**

   **Domain**  | **Cognitive** | **Level** | **Applying** | **Status** | **WIP**

   **Assessment Strategies**
   6.1. Case Study
   6.2. Scenario Response

   **Criteria**

   *Performance will meet expectations when learners:*
   6.1. 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. Demonstrate respect for diversity in communicating with patients and families.
   6.3. Demonstrate awareness of how an individual's personal appearances affects anticipated responses.
   6.4. Examine cultural differences and how they may impact the way we provide health care services.
   6.5. 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.**

   **Domain**  | **Cognitive** | **Level** | **Analyzing** | **Status** | **WIP**

   **Assessment Strategies**
   7.1. Written Objective Test
Criteria
7.1. Examine federal laws regarding hiring, firing, and discrimination in the workplace.
7.2. Examine the areas mandated by the Occupational Safety and Health Administration (OSHA) for employee safety.
7.3. Discuss OSHA standards for infection control in the medical office.
7.4. Examine the Clinical Laboratory Improvement Act (CLIA) in quality laboratory testing.
7.5. 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.**

   Domain   Cognitive   Level   Analyzing   Status   WIP

Assessment Strategies
8.1. Written Objective Test

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

9. **Examine the laws that regulate patient rights.**

   Domain   Cognitive   Level   Analyzing   Status   WIP

Assessment Strategies
9.1. Written Objective Test

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

**Grading Information**

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