



CODE OF ETHICS

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The CMLTA *Code of Ethics*, approved as amended by Council, and in force effective March 31, 2019. This document replaces any previous versions.

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INTRODUCTION

The *Health Professions Act* stipulates that a college must establish, maintain, and enforce a Code of Ethics pursuant to Section 3(1)(d). It defines the expected ethical responsibilities of Regulated Members, and must be adhered to. Regulated Members of the profession apply this Code of Ethics in conjunction with the CMLTA Standards of Practice, regulatory requirements, and workplace policies to decision making. The fundamental responsibility of Medical Laboratory Technologists is to manage the prescribed medical laboratory services for clients in an effort to improve the client's health.

PRINCIPLE 1:

RESPONSIBILITY TO THE PUBLIC

a. Competent Care

A Regulated Member's primary responsibility is to provide competent service to clients with respect to their individual needs and overall welfare.

b. Respect

A Regulated Member provides client care and service with respect for human rights, without distinction of any nature, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.

c. Dignity

A Regulated Member provides care with full regard for the autonomy and dignity of all persons.

d. Confidentiality

A Regulated Member respects the client's rights to privacy and confidentiality of personal and health information within the boundaries of the law.

e. Collaboration

A Regulated Member consults with colleagues and other professionals in order to facilitate timely, appropriate, safe, and consistent practice and to contribute toward a healthy and positive work environment.

f. Client Consent

A Regulated Member recognizes the client's right to accept or refuse medical services. Client consent is obtaining permission before conducting a laboratory procedure; including the client's understanding of the laboratory procedure and inherent risk.

g. Professional Judgement

A Regulated Member exhibits sound judgement in determining that laboratory procedures performed are appropriate and have been requested by an authorized healthcare provider. A Regulated Member demonstrates the capacity to assess situations discerningly, using consultation as required.

h. Professional Boundaries

A Regulated Member makes every effort to avoid or remediate relationships that could impair, or perceive to impair, her professional judgment as it relates to client care and services.

i. Record Management

A Regulated Member accesses health records only when appropriate to her professional practice and protects this information from unauthorized access and disclosure.

PRINCIPLE 2:

RESPONSIBILITY TO THE PROFESSION

a. Personal Responsibility

A Regulated Member assumes personal responsibility for her professional decisions and the impact of those decisions on the quality of her practice.

b. Honesty

A Regulated Member demonstrates honesty and truthfulness in her professional relationships with clients.

c. Boundaries of Competence

A Regulated Member limits her practice to those techniques and procedures which the Member is competent and currently authorized to perform by virtue of education and experience, and is consistent with the CMLTA's Standards of Practice.

d. Duty to Report

A Regulated Member takes appropriate action in responding to situations which jeopardize client care or bring harm to the profession.

e. Conflict of Interest

A Regulated Member recognizes, discloses, and takes the appropriate action in regard to conflicts of interest that arise in the course of professional activities.

f. Advancing the Profession

A Regulated Member advances the profession through the development and sharing of new and emerging professional knowledge.

g. Integrity and Respect

A Regulated Member displays integrity and respect in all her professional interactions.

h. Legislative Requirements

A Regulated Member recognizes that self-regulation of the profession is a privilege and abides by the legislated parameters and obligations of being a Regulated Member of the CMLTA.

i. Professional Communication

A Regulated Member adheres to professionalism in all forms of communication.

PRINCIPLE 3:

RESPONSIBILITY TO ONESELF

a. Personal Conduct

A Regulated Member maintains a level of personal conduct that upholds the integrity of the profession and the trust of the public.

b. Accountability

A Regulated Member takes responsibility and is accountable for her professional activities.

c. Fitness to Practice

A Regulated Member makes every effort to maintain the required mental and physical wellness while recognizing, identifying, and mitigating any limitations that may prevent her from meeting the responsibilities of her professional role such that she may practice safely, competently, and without impairment.

Adopted from the Alberta College of Medical Diagnostic and Therapeutic Technologists (ACMDTT) and adapted with permission.