



PERSONAL RELATIONSHIP POLICY

Maison de soins palliatifs de Sudbury Hospice, also known as Maison McCulloch Hospice, hereinafter sometimes referred to as “Sudbury Hospice” is a centre of excellence dedicated to the collaborative delivery of quality hospice palliative care in both official languages in the Sudbury-Manitoulin Districts. The Sudbury Hospice helps individuals and their families realize their full potential to live even when they are dying, by attending to their physical, psychosocial, spiritual, and practical needs, in the location of their choice.

1. I acknowledge that I am aware of the policy of the Sudbury Hospice that staff members are not to partake in any personal relationship with residents/clients or former residents/clients of the Sudbury Hospice, including their immediate family.
2. I understand that personal relationships between staff members and residents/clients or former residents/clients, or their immediate family, are significantly influenced by the therapeutic relationship that exists between staff and residents/family members while they reside at the home or are cared for in the community. I agree that such relationships are, by their nature, related to my employment with the Sudbury Hospice and that accordingly, the Sudbury Hospice has the right to require that such relationships not occur.
3. I accept that this rule is a reasonable one, as it protects both staff and residents/clients or former residents/clients and their immediate family from harm, and protects the Sudbury Hospice from allegations and litigation that may result from the breakdown of relationships resulting from the therapeutic relationship fostered by the Sudbury Hospice.
4. I agree that, as a condition of my employment with the Sudbury Hospice, I will not knowingly engage in any personal relationship with a resident/client or former resident/client of the Hospice, or their immediate family, during my employment with the Employer.
5. I understand that, if it is discovered that I, contrary to my undertaking made in this Employment Contract, have engaged or became engaged in a personal relationship with a resident/client or former resident/client of the Hospice, or their immediate family, during my employment, this will be considered serious misconduct which will entitle the Employer to immediately terminate my employment for just cause without notice or payment in lieu thereof.
6. I also understand that I may, after the first anniversary of the termination of the professional relationship, engage in a personal friendship, romantic relationship, or sexual relationship with a resident/client or former resident/client (or their immediate family) only after deciding that such a relationship would not have a negative impact on the well-being of the resident/client or other residents receiving care, and considering the resident's/client's likelihood of requiring ongoing care or readmission (if the resident/client returns for further care from the Hospice, I must declare to my manager the nature of the relationship and decline the assignment of the resident/client to me).



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I hereby acknowledge that I have read the foregoing information, agree with the statements, and will adhere to the terms regarding confidentiality. This document supersedes all previous verbal and written Personal Relationship Policies with the Sudbury Hospice.

INDIVIDUAL ENTERING INTO AGREEMENT:

WITNESS:

Name *(Please Print)*

Name *(Please Print)*

Signature

Signature

Date

Date