| **Pillar** | **Discussion Leader** | **Topic** | **Time** | **Expected Outcomes** |
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| Service | **Faculty & Staff****Leaders** | **I respect privacy and confidentiality.****Summary**: Identify 4-7 privacy and confidentiality violations specific to your area. Track them for improvement**Opener:** Ask staff for other good news (WINS) of credo behaviors from patient or colleague interactions or share 1-2 from leaders’ rounding.1. Respective privacy and confidentiality applies to all of us, everywhere.

Read the Credo Behaviors for privacy and confidentiality; ask for examples appropriate to your own area as well.Example: In our office, all outgoing faxes will have a coversheet; Incoming fax information will be protected withcovers/folders and not laid open to public view.1. We can unintentionally violate confidentiality and privacy in the rush of day to day work.
* Read and discuss the situations from following list and any situations common to your area.
* Ask the team WHAT confidential information might be exposed in each situation.
* Discuss HOW the situation should be handled.
	+ Phone message to a physician lost in stairway contains patient’s name and diagnosis.
	+ Medical records are left in a conference room after a meeting.
	+ A paycheck stub left next to the copier.
	+ Fax with health records sent to the wrong fax number.
	+ Residents rounding enter the patient’s room while he is getting a sponge bath.
	+ Copy of a grant proposal left in the restroom of the Library.
	+ A patient’s electronic medical record in full view at the check-in desk for the clinic.
	+ A resume of a job applicant who is an internal candidate is left lying on the desk.
	+ Your neighbor’s wife was taken to the hospital last night. As a resident, you have access to patient records.
	+ Email sent to staff in a department mentioning the recent diagnosis of a co-worker and asking for donations to help with the cost of her care.
	+ A research assistant from your lab had surgery last night. Since you know his surgeon, you call to get the details.
	+ A patient being transferred by ambulance on a stretcher has been only partially covered as she is pushed out the elevator.
1. All VUMC staff and faculty are expected to respect, as well as protect privacy and confidentiality. Respect and protect privacy and confidentiality as if it was your own.

Rather than using a video segment, find your ownareas of success and areas in need of improvement.* Recognize staff and faculty seen actively respecting privacy and confidentiality.

Examples: * Knocking and waiting to be acknowledged to enter.
* Promoting patient privacy during rounds, transport, etc.
* Desks, computer screens left clear of confidential information.
* Recruit several staff to do an unannounced five minute tour of the area. Their goal is to find,

correct and involve co-workers when there are potential situations that will violate privacy and confidentiality standards. Bring any quick fixes back to the next staff meeting, lab meeting or Unit Board. | **25 min. total**4-6 min.12-15 min.5 min. | * Understand and apply this Credo behavior to my role and work area
* Increase awareness and focus of privacy and confidentiality
* Review and discuss Credo Scoring
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