



## A Principle Based Framework for Ethical Decision Making: YODA

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# A Principle Based Framework for Ethical Decision Making: YODA

The following principle based framework/process for ethical decision making is grounded in the Mission, Vision and Values of the Runnymede Healthcare Centre.

## STEPS FOR RESOLVING ETHICAL DILEMMAS:

### You Observe Deliberate Act

#### Observe

##### 1. IDENTIFY THE PROBLEM

Name the problem clearly. Where is the conflict?

##### 2. ACKNOWLEDGE FEELINGS

What are the "gut" reactions? biases? loyalties?

##### 3. GATHER THE FACTS

What are the ethically relevant facts? Whose account of the facts counts? Have all the relevant perspectives been obtained? What do the institution's policies or guidelines say? What does the relevant law say? \*\*

\*\* Legal information is not the same as legal advice, where legal advice is the application of law to an individual's specific circumstances. We recommend that you consult a lawyer if you want professional legal advice in a subject area that is appropriate to your particular situation.

Facts in Biomedical Ethics Issues include:

- Diagnosis/Prognosis
- Quality of Life
- Patient /SDM Wishes
- Contextual Features –e.g.
  - Religion
  - Culture
  - Psycho-social issues
  - Relationships

Facts in Business/Organizational Ethics Issues include:

- Governance
- Partnerships
- Allocation/Rationing of Scarce Resources
- Conscientious Objection
- Employer/Employee Relationships
- Conflict of Interest
- Alternative Sources of Revenue
- Abuse of Care Providers
- Whistle blowing

#### Deliberate

##### 4. CONSIDER ALTERNATIVES

What are the alternative courses of actions? What are the likely consequences?

##### 5. EXAMINE VALUES

What are the preferences of the person receiving care? Are other values relevant? Which of the values conflict?

##### 6. EVALUATE ALTERNATIVES

Identify appropriate decision makers.

Rank all relevant values of the institution: integrity, compassion, accountability, respect, excellence. Justify ranking by appealing to the ethical principles of autonomy, beneficence/non-maleficence, and justice.

Evaluate the consequences in terms of principles. What alternatives are excluded?

#### Act

##### 7. ARTICULATE THE DECISION

Which alternative best reflects the ranking of values? Which alternative best balances more of the values? Have any other alternatives come to light?

##### 8. IMPLEMENT THE PLAN

How should the decision be communicated? Who needs to know it? How best to document the process? Who needs to act?

##### 9. CONCLUDE THE REVIEW

What are the feelings of those involved?