

## **Trainee, Faculty and Staff Model Notification For Policy on Affiliations with Certain Health Care Organizations**

### **Working and Training at Affiliated Organizations as a University of California (UC) Employee or as a Trainee Enrolled in a UC-Sponsored Training Program**

UC's academic health centers and health professional schools have affiliations with other health care organizations to improve quality and access for the people of the state of California, particularly those in medically underserved communities, and to support the University's education, research and public service mission.

Some of these organizations have policies that are different from those of UC Davis Health. For example, some restrict certain evidence-based health care services, such as abortion, contraception, assisted reproductive technologies, gender-affirming care, and end-of-life care, that otherwise would be offered at a UC or other health care location. These organizations are "covered affiliates" under Regents Policy 4405 and systemwide policy.

The University of California is committed to delivering patient-centered, evidence-based, comprehensive medical care that addresses the needs of patients, advances health equity, and is free from discrimination. Accordingly, when UC providers are working or training at any UC or non-UC facility, they are expected to:

- Make clinical decisions consistent with the standard of care and their independent professional judgment, respecting each individual patient's needs and wishes. Trainees are expected to make decisions under the appropriate level of supervision by a licensed clinician as outlined in the local UC school and program supervision policies.
- Inform patients of all health care options, regardless of whether those options are available through the covered affiliate, prescribe any interventions that are medically necessary and appropriate, and transfer or refer patients to other facilities when it is in the patient's interest.
- Provide any item or service deemed necessary and appropriate in the event of an emergency, without restriction, and without seeking approval from any non-licensed health care provider.

Covered affiliates may ask for confirmation of adherence to their policies while working or training at their facilities. However, the major private, non-profit health systems in California with policy-based restrictions have acknowledged in their agreements with the University that their policies permit all of the above activities; and all covered affiliates will have done so no later than December 31, 2023, or the University will exit the agreement.

In addition to these organizations, many government-operated facilities are prohibited by law from performing certain services and have adopted policies implementing those laws. They also have confirmed that they expect their medical staff and personnel

providing services at their clinical sites to make clinical decisions consistent with the standard of care and their independent professional judgment, considering the needs and wishes of each individual patient. As with all UC-sponsored training programs, trainees are expected to make decisions under the appropriate level of supervision by a licensed clinician as outlined in the local UC school and program supervision policies. These government-operated organizations have verified that they comply with federal anti-discrimination laws and that they do *not* bar advising, prescribing, or referring patients, nor do they bar performing emergency services.

UC Davis Health has identified the following non-governmental covered affiliates that have care-restricting policies. This list is not exhaustive and may change over time based on the policies of these organizations or the addition of new agreements with other health care organizations

- Dignity Health
- Providence
- Adventist Health

The University expects that UC employees and trainees will deliver evidence-based health care services and, in those locations where a required service cannot be delivered, appropriate referrals or transfers must be made. If at any time a UC employee or trainee is asked to do otherwise, or a patient has a complaint, the University should be immediately informed as described below.

If patients have any concerns or complaints about care received at a covered affiliate's location, they may contact Patient Relations by sending an e-mail to [hs-patientrelations@ucdavis.edu](mailto:hs-patientrelations@ucdavis.edu) or calling 916-734-9777 or 800-305-6540.

If UC employees or trainees believe their professional judgment or freedom to counsel, prescribe, refer, transfer, or provide emergency care has in any way been impeded at a covered affiliate's facility, they may file an incident report through RL DaTIX or contact UC Davis Health Compliance by email at [hs-compliancehelp@ucdavis.edu](mailto:hs-compliancehelp@ucdavis.edu) or by phone at 916-734-8808 or 1-800-403-4744.

If for any reason, patients, UC employees, or UC trainees are unable to contact UC Davis Health Compliance, the following should be contacted: David Lubarsky, [dalubarsky@ucdavis.edu](mailto:dalubarsky@ucdavis.edu). Concerns may also be reported through the University's Whistleblower Hotline at [universityofcalifornia.edu/hotline](http://universityofcalifornia.edu/hotline) or (800) 403-4744.

More information can be found in the full text of the Regents Policy 4405 [Policy on Affiliations with Healthcare Organizations that Have Adopted Policy-Based Restrictions on Care](#) and in the [Affiliations with Certain Healthcare Organizations at UC Davis Health policy](#).