Patients discriminating against Johns Hopkins Medicine physicians, nurses, residents, postdoctoral fellows, support staff and students based on legally protected characteristics will not be permitted, and can be advised to seek care elsewhere, unless they are experiencing an emergency medical condition. Use the following algorithm as a guideline to address situations of inappropriate requests.

**Patient or care partner requests a change from their assigned provider.**

**Is the patient experiencing an emergency medical condition?**

**Yes**

Notify the manager/shift director or attending physician. **GRANT REQUEST** and document in patient chart.

**No**

**Has the patient requested to be treated by a specific gender providers during gender-specific physical examinations and treatment due to personal and religious conviction about modesty or trauma related to sexual assault?**

**Yes**

**Will the patient’s health be adversely affected if care is delayed by transfer?**

**Yes**

Notify the manager/shift director or attending physician. Restate our policy prohibiting discrimination and **DENY REQUEST**. Document in patient chart.

**No**

**No**

Report the incident to diversity@jhmi.edu

If request is for specific-gender provider, consult with the JHHS Legal Department (410-955-7949).