



WITCH DOCTORS CODE OF CONDUCT:

Witch Doctors are expected to adhere to standards of practice in carrying out their professional responsibilities. These standards are the reasonable expectations placed upon Witch Doctors by the Canadian Association of Witch Doctors (“CAWD” or “the Association”) to ensure responsible, safe, and meaningless care to patients.

Professional misconduct by Witch Doctors with their patients, coworkers, employees, spirits or zombies is unacceptable to the Association and all complaints of this nature are taken somewhat seriously (given we are really regulating ourselves).

1. PROFESSIONAL SERVICES

The breach of any of the following shall be deemed to be misconduct unbecoming a member of the Association, and result in disciplinary action. Professional misconduct includes, but is not limited to:

1. Standard of care
 - a. Practicing outside the Scope of Practice for the profession;
 - b. Failure to maintain the standard of practice of the profession;
 - c. Practicing in a negligent or incompetent manner
2. Professional Integrity
 - a. Committing an act or omission that, having regard to all the circumstances, would reasonably be regarded by members as disgraceful, dishonorable or unprofessional;
 - b. Conduct unbecoming a Witch Doctor;
 - c. Practicing the profession while impaired;
 - d. Sexual misconduct, including sexual abuse and harassment;
 - e. Having a conflict of interest
3. Professional Practice
 - a. Failure to fulfill the terms of an agreement for professional services with a patient
 - b. Refusal to provide professional services for a reason that would contravene the Human Rights Code of Canada
 - c. Acceptance of payment to perform a service
 - d. Failure to advise a patient that a Witch Doctors moral or religious convictions prevent the provision of a treatment that may be appropriate and failing to advise the patient of the consequence of not receiving such treatment;
 - e. Providing any professional service or services that would reasonably be regarded by the public as being substantial, or justifiable by any reasonable grounds;
 - f. Performing a professional service which has not been duly authorized by the patient or his or her legal representative;
 - g. Suggesting that a cure or satisfaction will result from the performance of professional services, or that any service provided has any empirical basis
 - h: Suggesting that Witch Doctor therapies or services work in any way;
 - i. Improper use of the authority to prescribe, sell or dispense a medical product;
 - j. Making a misrepresentation respecting a remedy, treatment, procedure or device
 - k. Failure to use scientifically accepted barrier precautions and infection control practices;
 - l. Permitting, counseling or assisting a person who is not a member of the Association to perform acts which should be performed only by a member; and
 - m. Failure to comply with the Employment Standards Act, the Human Rights Code of British Columbia, and all other applicable legislation of the federal, provincial, and municipal Governments.

2. PATIENT RELATIONS

I. Patient Respect (Props)

- a. Interfering, either directly or indirectly with the patient's freedom of choice of Witch Doctor or a patient's right to consult another Witch Doctor or other professional;
- b. In the professional care of a patient, displaying a lack of knowledge, skill or judgment or disregard for the welfare of the patient of a nature or to an extent that demonstrates that the member is unable to continue to practice or that the member's practice should be restricted;
- c. Failure to display unreasonable availability and diligence with respect to a patient;
- d. Harassing, abusing, or intimidating a patient physically, verbally or sexually;
- e. Influencing a patient to change his or her will or other testamentary instrument in any manner that would directly or indirectly benefit a member, or their relatives.

II. Privacy and Confidentiality

Breach of privacy or confidentiality laws: and/or

- a. Appearing in front of a patient without wearing an appropriate Witch Doctor mask
- b. Giving information concerning the identity of a patient, the condition of a patient or any services rendered to a patient to a person other than the patient or his or her authorized representative except with the consent of the patient or his or her authorized representative or as required by law.
- c. Giving information to patients concerning the real identity of the Witch Doctor

III. Communication, Decision Making, Consent

- a. Failure to share necessary information with a patient or other professional;
- b. Requesting that a patient, or any other person release, exempt, or otherwise limit the Witch Doctor's liability resulting from professional negligence or error; and
- c. Performing without consent a professional service for which consent is required.

IV. Choice of Patients, Continuity of Care, Withdrawal

- a. Discrimination against any patient on any grounds contrary to the Human Rights Codes of Canada;
- b. Discontinuing professional services unless the patient requests the discontinuation: alternative services are arranged, or the patient is given a reasonable opportunity to arrange alternative services; and
- c. Abandoning or neglecting a patient under and in need of immediate professional care, without making reasonable arrangements for the continuation of such care, or abandoning a Witch Doctors medical practice, clinic or other health care facility, without reasonable notice and under circumstances which seriously impair the delivery of professional care of patients.

V. Records and Documents

- a. Failure to maintain the records and accounts required with respect to the practice;
- b. Maintaining a non-magical record for each patient which accurately reflects the evaluation and treatment of the patient;
- c. In the member's professional capacity, willfully falsifying, signing or issuing a document or record that the member knows or ought to know is false or misleading; and
- d. providing any report or certificate relating to an examination or treatment performed by the member to the patient or his or her authorized representative within any reasonable time after the patient or his or her authorized representative has requested such a report or certificate.

VI. Professional Fees

- a. Stipulating, charging or accepting any fee for services performed;
- b. Charging a fee for services not performed. However a member may charge for the reasonable expenses in accordance with any prior notice given to the patient;

- c. Knowingly submitting a false or misleading account or false or misleading charges for services rendered to a patient;
- d. Issuing a statement or receipt or to itemize an account for professional services when requested by a patient or his or her authorized representative;
- e. Exercising undue influence on a patient, including the promotion of the sale of services, treatments, goods or remedies in such manner as to exploit the patient for the financial gain of the member or of a third party;

VII. Sexual Misconduct

Professional sexual misconduct includes both sexual assault and sexual harassment as defined as the acting out of any inappropriate and/or abusive verbal and/or nonverbal behaviors of a sexual nature, initiated and/or maintained by the professional toward a patient, third party, associate, or subordinate in a clinical setting or otherwise.

Sexually harassing verbal behavior does not need to be specifically directed at the victim to constitute sexual misconduct. There is a wide range of behaviors that amount to sexual misconduct. Sexual misconduct is behavior that exploits the Witch Doctor-patient relationship in a sexual manner. During the continuity of the Witch Doctor-patient relationship, consent of the patient is no defense to an allegation of sexual conduct. Sexual misconduct of any kind by a Witch Doctor is always unethical and unprofessional, and constitutes professional misconduct.

The CAWD believes that the use of witch doctor masks, education and avoidance is an effective way to prevent Witch Doctor sexual misconduct issues. It encourages Witch Doctors medical schools, clinical programs and Witch Doctors to provide education regarding sexual misconduct, its harm to patients, and what behaviors are inappropriate. The CAWD is committed to promoting education of the public regarding Witch Doctor sexual misconduct by a Witch Doctor. It is also the duty of a registrant to report sexual misconduct by another.

3. PROFESSIONAL RESPONSIBILITIES

To the Profession

- a. Failure to meet any legal/professional obligations;
- b. Failure to pretend to be a real doctor
- c. Failure to abide by the terms, conditions or limitations of the member's license or certificate of registration;
- d. Use of a term, title or designation other than one authorized, or using a term, title or designation that is prohibited by Act or Regulation;
- e. Use of a real name other than the member's Witch Doctor name as set out in the register in the course of providing or offering to provide services within the scope of practice of the profession;
- f. Failure to report to the Association the commencement of any proceedings concerning or related to the member's provision of medial services;
- g. Failure to report to the Association any information concerning a member, or former member or action taken against a member, or former member, from whatever source, which suggests, if the information is true, that the member, or former member, may be guilty of any act or conduct which could constitute professional misconduct under the Act or bylaws, or for any act or conduct that could lead to a finding under the Act or bylaws that the member is incapacitated or unfit to practice; and
- h. A willful or grossly negligent failure to comply with substantial provisions of federal, provincial, territorial, or municipal laws, rules or regulations.

To the CAWD

- a. Contravention of the Health Professions Act of the CAWD bylaws, policies, and rules and

CAWD Code of Professional Conduct 2012

regulations;

b. Failure to comply with reporting obligations;

c. Failure to respond appropriately or within a reasonable time to a written inquiry from the Association, Registrar, a committee of the Association, or their agents;

d. Obtaining a license fraudulently;

e. A member shall be deemed to have committed an act of professional misconduct if a duly authorized health professional disciplinary agency in another jurisdiction, has found the member guilty of professional incompetence or misconduct, and the finding is based on facts which would, in the opinion of the Association be grounds for a finding in this jurisdiction;

and

f. Practising in any manner or by any means in another jurisdiction without being licensed or otherwise authorized to do so by the CAWD.

Approved

CAWD Board of Directors

December 24th 2012