

A Principle Based Framework for Ethical Decision Making: YODA*

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Steps for Thinking Through An Ethical Issue

Ethics is Everyone's Responsibility

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Identify The Problem

What is causing the uneasiness?
Speak with your manager, direct supervisor and/or the physician.

Acknowledge Feelings

What are your intuitions?
What does your conscience tell you?

Gather The Facts

Separate legal, clinical and ethical facts.
Review professional standards, relevant legal information and hospital policies.
Who else needs to be involved?

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Consider Alternatives

List the benefits and risks of each alternative.
Have any new alternatives come to light?

Examine Values

What are the relevant values of each stakeholder?
Examples: respect, teamwork, compassion and social responsibility

Evaluate Alternatives

Which ethics principles are operative? Examples: respect autonomy, do no harm, foster what is good for the patient and promote social justice

Articulate The Decision

Which alternative best reflects the values and principles?

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Implement The Plan

How will the decision be documented and communicated?
Who needs to act?
What follow-up is needed?

Perform A Concluding Review

How can we do things differently in future similar cases?
What additional resources and/or training would be useful?

Refer to the **Ethics Resources** on the intranet for more guidance.

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