



College of Medical
Laboratory Technologists
of Ontario

Code of Ethics

Registered Medical Laboratory Technicians Code of Ethics

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Prepared: September 2021

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Introduction

The Code of Ethics describes the expected ethical obligations and principles that patients, the profession and the public believe will guide the professional and personal conduct of all Registered Medical Laboratory Technicians included on the College of Medical Laboratory Technologists of Ontario (CMLTO) Voluntary Roster. These principles can be thought of more as exhibited behaviours than the knowledge and skills listed in a Standards of Practice document.

The Code of Ethics, along with the Standards of Practice, defines professionalism in the practice of medical laboratory technology. Registered Medical Laboratory Technicians adhere not only to the Code of Ethics and guidelines, but also to the underlying spirit and precepts.

A Registered Medical Laboratory Technician's fundamental responsibility is to manage the relevant medical laboratory services in the best interests of patients. Registered Medical Laboratory Technicians have professional obligations to work collaboratively with colleagues, medical laboratory technologists (MLT) and other healthcare providers to deliver professional services.

Patient safety and protection is paramount at all times.

The Code of Ethics will:

- Promote a Registered Medical Laboratory Technician's recognition of the professional and personal conduct expectations for medical laboratory technology practice.
- Represent the minimum standards of professional behaviour and ethical conduct expected of all Registered Medical Laboratory Technicians.
- Apply to Registered Medical Laboratory Technicians at all times in all dimensions of professional and personal conduct, including technical and nontechnical fields such as education, administration, quality assurance, and research.

The ethical obligations and principles are not listed in order of importance. They should be balanced against each other and considered in relation to all of the obligations and principles described by the Code of Ethics. Over time, the Code of Ethics will evolve in response to regulatory, legal, and ethical expectations and will be adopted only after



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stakeholder consultation. Legislation, regulations, bylaws, Code of Ethics, Standards of Practice and practice guidelines collectively establish a framework for the practice of ethical and safe medical laboratory technology.



Ethical Obligations

Registered Medical Laboratory Technicians demonstrate an application of their ethical obligations through their professional and personal conduct.

Obligations to Patients:

Registered Medical Laboratory Technicians put their patient(s)' interest(s) above their personal interest(s). Registered Medical Laboratory Technicians carry out their professional duties competently and with integrity. They respect their patients' individual needs and overall welfare at all times, including the patients' right to freedom of choice in health care provider, free and informed consent, and an expectation of confidentiality of all patient information, in accordance with existing legislation.

Obligations to the Public:

Registered Medical Laboratory Technicians are dedicated to serving the public's health care needs through respectful, accessible, and cooperative interactions with the public and patients, MLTs, other healthcare providers, and students. Registered Medical Laboratory Technicians facilitate awareness and understanding of the medical laboratory technology profession.

Obligations to the Profession:

Registered Medical Laboratory Technicians contribute to the profession's development through collaboration, mentorship, self-development, and support of its institutions. Registered Medical Laboratory Technicians strive for excellence in their professional practice, and professional and personal conduct through life-long learning. Registered Medical Laboratory Technicians recognize, disclose, and resolve conflicts of interest to safeguard patient care.

Obligations to the Regulatory Body:

Registered Medical Laboratory Technicians understand, respect and comply with provincial statutes and regulations, and the Code of Ethics, Standards of Practice, bylaws and practice guidelines approved by the CMLTO. Registered Medical Laboratory Technicians cooperate and maintain harmonious relations with, and promptly reply to all correspondence from the CMLTO at all times.

Obligations to Oneself:

Registered Medical Laboratory Technicians are accountable and responsible for their professional and personal conduct. Registered Medical Laboratory Technicians practice



within their scope of professional competence and recognize their professional and personal limitations. Registered Medical Laboratory Technicians maintain and improve their knowledge, skills, judgement and behaviours to ensure the best possible patient care.



Ethical Principles

Registered Medical Laboratory Technicians demonstrate the following ethical principles through the medical laboratory technology services delivered, either alone or in collaboration with a multidisciplinary team.

Confidentiality / Privacy / Conflict of Interest

Registered Medical Laboratory Technicians shall:

- Respect and protect patient confidentiality and privacy by understanding and complying with applicable privacy legislation and policies regarding the collection, use, and disclosure of confidential information.
- Recognize, disclose, and act appropriately to resolve conflicts of interest that arise in the course of professional activities. They will maintain the integrity of personal health information, maintain transparency, and deliver unbiased patient-centered care. Registered Medical Laboratory Technicians only use confidential information in the best interests of the patient.

Diversity / Respect / Dignity / Consent

Registered Medical Laboratory Technicians shall:

- Value, respect and protect the rights, welfare, and dignity of all patients by at all times providing patient care and service with respect for human rights, regardless of, but not limited to race, ethnicity, religion, language, sexual orientation, gender identity, age, socio-economic status, and mental or physical abilities.
- Obtain free and informed consent from patients before undertaking any action, in accordance with relevant legislation and policies, recognizing that consent can be withdrawn at any time.
- Maintain appropriate professional boundaries with patients, colleagues, MLTs, and other healthcare providers while delivering patient-centered care.

Safety

Registered Medical Laboratory Technicians shall:

- Practice according to established protocols, safety guidelines, relevant current provincial and federal legislation, institutional policies and procedures, and environmental considerations. They do so to protect patients, colleagues, healthcare providers, society, the environment, and themselves from any potential harm while acting in the best interest of the patient.
- Promote a culture of safety with colleagues, and other healthcare team members.



Accountability / Responsibility

Registered Medical Laboratory Technicians shall:

- Exercise independent judgment, accept responsibility for their actions and the foreseeable consequences of their actions, and recognize their accountability for the services they provide.
- Practice within the scope of their professional competence, recognize the competence of others and seek their assistance as required.
- Take appropriate action in responding to situations which may jeopardize patient care or harm the profession, including reporting impaired, incompetent, and/or unethical colleagues.

Professionalism / Behaviours / Attitudes / Professional Development

Registered Medical Laboratory Technicians shall:

- Strive for excellence in their professional practice, and in their professional and personal conduct in order to uphold the integrity of the profession and the public trust.
- Communicate effectively with patients, the public, colleagues, MLTs and other healthcare providers, contributing to a healthy and positive work environment.
- Maintain and enhance professional practice and augment their knowledge, skills, judgement, and behaviour through self-reflection and self-directed professional development and by demonstrating continued competence.
- Demonstrate collegiality, mentorship, and sharing of new and emerging professional knowledge.

Collaboration

Registered Medical Laboratory Technicians shall:

- Display integrity and respect in all interactions and collaboration with healthcare providers and others involved in patient care.
- Contribute to ongoing quality improvement in the provision of healthcare services.
- Promote learning by facilitating the sharing of knowledge, skills and judgment processes with colleagues, students, other healthcare professionals, and the public.



Summary

While the ethical obligations and principles are presented as discrete sections, Registered Medical Laboratory Technicians recognize that in practice all ethical principles are implemented as part of daily processes and do not stand alone. Registered Medical Laboratory Technicians use a combination of their knowledge, skills, judgment and ethical behaviour to adjust to changing circumstances and evolving environments.

References

College of Medical Laboratory Technologists of Ontario. (2017). *Code of Ethics for Medical Laboratory Technologists*. Toronto, Ontario. Author.

College of Medical Laboratory Technologists of Ontario. (2017). *Standards of Practice for Medical Laboratory Technologists*. Toronto, Ontario. Author.