1. Clarity

Does the behaviour/action explicitly breach policy and/or guidelines in the following domain(s)?

i. Professional:
Breach of confidentiality? Professional boundaries? Damage to reputation of profession. Who created the content?
If yes, please note this number e.g. 1 Clarity - i

ii. Legal:
Is there evidence of a breach of criminal or civil law? (e.g. violence, illegal substances).
If yes, please note this

iii. Employment:
Does the activity breach company policy (e.g. on holiday during sick leave, bullying). **If yes, please note this**

iv. Ethical intent:
Justice – balance between needs/resource; Autonomy – respect values of person; Beneficence – acting for the benefit of persons; Non maleficence – refrain from harm. **If yes, please note this number**

A combination of one or more (e.g. breaching confidentiality could be a breach of all). **Please note which e.g. 1 Clarity – i ii iv**

One/some noted

None noted

Can you locate evidence that supports your assessment? (e.g. NMC guidelines, company policy)

No

Possibly but unsure

Second opinion

Yes

A. No evidence

Intervention:
- No intervention will likely be needed
- Reflection on privacy settings might be appropriate

To factor 2. Context

2. Context

Can you explain/describe the context of the situation (e.g. where and when it occurred)

i. Professional:
Were they actually in a professional capacity? What would expect of another person with that status (e.g. student vs registered nurse).
If yes, please note this number e.g. 2 Context - i

i. Legal:
Is the action legal in the time & place where it occurred? Is this explicit, not implied?
If yes, please note this number

iii. Employment:
(e.g. can the action / behaviour be related to work such as drinking alcohol until 6am before a 7am shift?)
If yes, please note this number

iv. Ethical context:
Are the consequences acceptable in the context? Who was the content aimed at? Who was it accessible to? (e.g. if only family could see the content) Were there exceptional circumstances (e.g. emergency situations; mental health condition).
If yes, please note this number

A combination of one or more
Please note which e.g. 1 Context – iv iii

Possibly but unsure

Second opinion

Yes

B. No evidence

Intervention:
- Reflection
- No intervention might be needed
- Reflection and assessment of privacy settings might be appropriate

To factor 3. Confirmability

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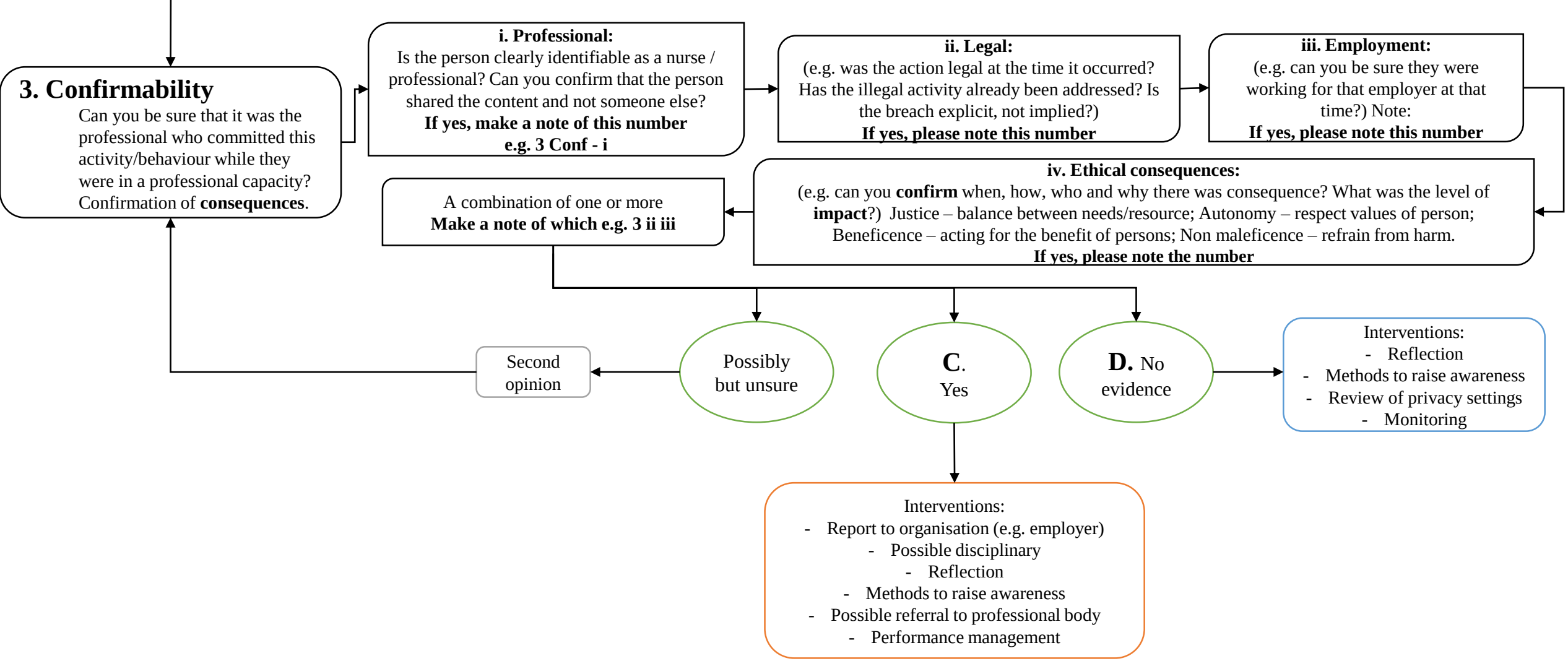

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