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POLICY	
PURPOSE	It is the policy of the MHS Graduate Medical Education program that its residents conduct themselves with the highest level of professionalism, resolve conflicts in an appropriate manner, and refrain from engaging in unethical, disrespectful, or disruptive behavior at all times.
SCOPE	<p>The policy applies to all MHS-sponsored GME residency training programs, both accredited and non accredited. The term "resident" refers to all medical graduate trainees (interns, residents, fellows) in all postgraduate GME training programs sponsored by MHS.</p> <p><i>Note:</i> In addition to being subject to specific policies and procedures required by all applicable accrediting bodies, GME Residents are also subject to policies and procedures applicable to MHS employees generally and enjoy those benefits of employment applicable to MHS employees of comparable classification.</p>
ACRONYMS	ACGME — Accreditation Council for Graduate Medical Education CAO — Chief Academic Officer CMO (H) – Chief Medical Officer of individual hospitals in MHS CMO (S) –Chief Medical Officer of MHS CPME – Council on Podiatric Medicine DIO — Designated Institutional Official GMEC — Graduate Medical Education Committee MHS — Memorial Healthcare System OAA – Office of Academic Affairs PD — Program Director RRC — Resident Review Committee
DEFINITIONS	N/A
PROCEDURES	<p>The program director, in partnership with the Sponsoring Institution, will provide a culture of professionalism that supports patient safety and personal responsibility.</p> <p>Residents and faculty members must demonstrate an understanding of their personal role in the:</p> <ul style="list-style-type: none"> • Provision of patient- and family-centered care; • Safety and welfare of patients entrusted to their care, including the ability to report unsafe conditions and adverse events; • Assurance of their fitness for work, including <ul style="list-style-type: none"> ○ Management of their time before, during, and after clinical assignments; and, ○ Recognition of impairment, including from illness, fatigue, and substance use, in themselves, their peers, and other members of the health care team

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- Commitment to lifelong learning;
- Monitoring of their patient care performance improvement indicators; and
- Accurate reporting of clinical and educational work hours, patient outcomes, and clinical experience data.

All residents and faculty members must demonstrate responsiveness to patient needs that supersedes self-interest. This includes the recognition that under certain circumstances, the best interests of the patient may be served by transitioning that patient’s care to another qualified and rested provider.

All residents and faculty will adhere to educating and evaluating professionalism as per all accrediting bodies core clinical competencies and Common Program Requirements.

Professional Conduct

Residents and faculty must adhere to all MHS policies relating to professional conduct, including but not limited to:

- *Standards of Behavior* - Display compassion, integrity and respect for others, including patients, families, and all members of the care team.
- *Code of Conduct* – Maintain the highest level of professional conduct and ethics.
- *Dress Code* - Maintain a professional appearance in the work environment.
- *Attendance and Punctuality* - Arrive on time for shifts and assignments; respond to all tasks and deadlines promptly.
- *Harassment & Anti-Retaliation* - Understand and accept that bias based on race, color, gender, gender identity, religion, national origin, disability, marital status, sexual orientation, disabled and Vietnam era veteran status, age, pregnancy, genetic information, and any other categories protected by applicable federal, state or local law, ordinance or rule is strictly prohibited.
- *Social Media* - Maintain appropriate standards in all social media postings with clear demarcations between personal and professional lives. Protect personal and professional reputation when posting, commenting, or contributing to collaborative projects.
- *Patient Privacy* - Respect and safeguard patient privacy.

REFERENCES

ACGME Institutional Requirements effective July 2018
 ACGME Common Program Requirements effective July 2020
 ACGME Program Specific Requirements – most recent as per RRC specialty

GME — Renewal and Promotion
 GME — Disputes and Complaints

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	GME — Provision of Resident Agreement MHS – Standards of Behavior MHS – Code of Conduct MHS – Social Media Guidelines for MHS Workforce
ORIGINAL ISSUE DATE	July 2017
REVIEW/REVISION DATES	June 2020
POLICY OWNER	<p>Office of Academic Affairs</p> <p>If any of the statements contained in this policy conflict with any verbal statements or agreements made by any representatives of MHS, then the statements contained in this policy shall control the outcome of any such conflict.</p> <p>Memorial reserves the right to modify this policy in whole or in part, at any time, at the discretion of the Healthcare System or as required by applicable law, regulation, or governing/accrediting body.</p> <p>Employees who have questions regarding information contained in this policy should contact the Office of Academic Affairs.</p> <p>This policy is intended to supplement standard MHS Human Resources (“HR”) policies. To the extent that this policy conflicts with any MHS HR policy, the standard HR policy shall govern and control.</p>