

# University of Colorado School of Medicine

## Graduate Medical Education

Policy: <b>Professionalism Policy</b> – Faculty & Resident Code of Conduct & Dress Code		
Original Approval: April 17, 2013	Effective date: April 17, 2013	Revision Date: April 16, 2014 (Editorial) September 25, 2019 November 6, 2019 (Editorial) April 20, 2023 (Editorial)

In this document, the “resident” refers to both specialty residents and subspecialty fellows.

### **Purpose:**

Residents and faculty must comply with the [CU Faculty Professionalism Code of Conduct Policy](#) which states the University’s commitment to upholding the highest ethical, professional, and legal standards. A climate of respect, civility and cooperation is essential.

Residents are responsible for fulfilling any and all obligations that the GME office, hospitals and residency programs deem necessary for them to begin and continue duties as a resident, including but not limited to:

- Attending orientations, receiving appropriate testing and follow-up if necessary for communicable diseases, fittings for appropriate safety equipment, necessary training and badging procedures (all of which may be prior to appointment start date).
- Completing required GME, hospital and program administrative functions in a timely fashion and before deadlines such as medical records, mandatory on-line training modules and surveys or other communications.

All GME program directors and faculty are responsible for educating, monitoring and providing exemplary examples of professionalism to residents. Please refer to the [GME Concern/Complaint Policy](#) regarding specific professionalism reporting systems and resources.

### **Program Specific Policy<sup>1</sup>**

Each program director must ensure compliance with the following:

- A. The program, in partnership with the DIO and the sponsoring institution, must educate residents & faculty members concerning the professional and ethical responsibilities of physicians, including but not limited to their obligation to be appropriately rested and fit to provide the care required by their patients. As such, incoming Residents & Faculty are required to complete the **Sleep Deprivation & Fatigue Module**.
- B. Learning objectives of the program must:
  1. Be accomplished without excessive reliance on residents to fulfill non-physician obligations
  2. Ensure manageable patient care responsibilities
  3. Include efforts to enhance the meaning that each resident finds in the experience of being a physician, including protecting time with patients, providing administrative support, promoting progressive independence and flexibility, and enhancing professional relationships.
- C. The program director, in partnership with the DIO and the sponsoring institution, must provide a culture of professionalism that supports patient safety and personal responsibility.

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<sup>1</sup> ACGME Common Program Requirements VI.B

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- D. Residents and faculty members must demonstrate an understanding of their personal role in the safety and welfare of patients entrusted to their care, including the ability to report unsafe conditions and adverse safety events:
- E. Programs, in partnership with the Sponsoring Institution, must provide a professional, equitable, respectful, and civil environment that is psychologically safe and that is free from discrimination, sexual and other forms of harassment, mistreatment, abuse, or coercion of students, residents, faculty and staff. Programs, in partnership with the DIO and sponsoring institution have the following processes available for resident/faculty education regarding unprofessional behavior and a confidential process for reporting, investigating, and addressing such concerns.

The [Office of Faculty Relations](#) is available to privately and confidentially report unprofessional behavior. It also serves as a resource for assessment, education, conflict resolution and remediation regarding professionalism in the teaching, clinical and research environment.

The [Office of Equity](#) is available to privately and confidentially report harassment and/or discrimination issues.

### **Professionalism – GME Dress Code**

Residents & Faculty must exhibit a professional appearance in the clinical work environment and are held accountable to relevant affiliated hospital or program policies.

[UCHealth](#)

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