

# 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)

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 Procedure](#) 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 responsibilities of physicians, including 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 through an appropriate blend of supervised patient care responsibilities, clinical teaching, and didactic educational events.
  2. Be accomplished without excessive reliance on residents to fulfill non-physician obligations
  3. Ensure manageable patient care responsibilities.
- 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:
1. Provision of patient/family-centered care.
  2. Safety and welfare of patients entrusted to their care, including the ability to report unsafe conditions and adverse events.
  3. Assurance of their fitness for work, including:
    - a. Management of their time before, during, and after clinical assignments.
    - b. Recognition of impairment, including from illness, fatigue, and substance abuse, in themselves, their peers, and other members of the health care team as outlined in the [GME Physician Impairment & Well-Being Policy](#).
  4. Commitment to lifelong learning.
  5. Monitoring their patient care performance improvement indicators.
  6. Accurate reporting of clinical and educational work hours, patient outcomes, and clinical experience data as detailed in the [GME Clinical and Educational Work Hours Policy](#).
- E. All residents/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.
- F. Programs must provide a professional, respectful, and civil environment that is free from mistreatment, abuse, or coercion of students, residents, faculty and staff. Programs, in partnership with the DIO and sponsoring institution have the following processes available resident/faculty education: of regarding unprofessional behavior and a confidential process for reporting, investigating, and addressing such concerns.

[The Office of Professional Excellence](#) 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.

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