

University of Colorado School of Medicine

Graduate Medical Education

Policy: Work and Learning Environment Policy (Resources)		
Original Approval:	Effective date:	Revision Date: May 3, 2010 April 16, 2014 (Editorial) March 17, 2015 (Editorial) February 10, 2017 (Editorial) March 30, 2018 (Editorial) May 15, 2019 November 6, 2019 (Editorial) December 17, 2020 April 21, 2023 (Editorial)

In this document, “Residents” refers to both specialty Residents and subspecialty Fellows.

Purpose and Policy

The program, in partnership with its Sponsoring Institution, must ensure availability of adequate resources for resident education. The program, in partnership with its Sponsoring Institution, must also ensure healthy and safe learning and working environments that promote resident well-being and provide for¹:

- (1) Food – access to food during clinical and educational assignments. Refrigeration where food may be stored must also be provided. Food should be available when residents are required to be in the hospital overnight.
- (2) Sleep/Rest (Call) Rooms – sleep/rest facilities that are safe, quiet, clean, and private, and that must be available and accessible for residents/fellows, with proximity appropriate for safe patient care.
- (3) Lactation Rooms – clean and private facilities for lactation with proximity appropriate for safe patient care, and clean and safe refrigeration resources for the storage of breast milk. Colorado State law requires employers to make reasonable accommodations for nursing parents. The University of Colorado’s Office of Equity serves as the primary point of contact for [lactation spaces on the CU Anschutz campus](#). Refer to the following listing of [Lactation Rooms at the CU GME Affiliated Hospitals](#).
- (4) Security/Safety – safety and security measures appropriate to the clinical learning environment sites.
- (5) Accommodations for Residents with Disabilities – participating hospitals shall provide accommodations for residents with disabilities that are consistent with the Sponsoring Institution’s policy.
- (6) Safe transportation options for residents who may be too fatigued to safely return home on their own. Refer to the [Hospital Contacts for Resident/Fellow Sleep Facilities & Taxi Fare Resources](#).
- (7) Access to Medical Literature –Faculty members and residents/fellows must have ready access to electronic medical literature databases and specialty-/subspecialty-specific and other appropriate full-text reference material in print or electronic format.

¹ ACGME Common Program Requirements I.D. and ACGME Institutional Requirements III.B.7.d)

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- (8) Other Learners - The presence of other learners and other care personnel, including, but not limited to, residents from other programs, subspecialty fellows, and advanced practice providers, must not negatively impact the appointed residents' education. Programs have a responsibility to monitor the learning environment to ensure that residents' education is not compromised by the presence of other providers and learners.

If a Resident is not provided with the above, the Resident should contact hospital appropriate departments, Program Director, Housestaff Association and/or CU SOM GME office at ASHLEY.WEXLER-WALTER@CUANSCHUTZ.EDU.