



Do you have reason to believe or is there direct evidence that the trainee intended to cause harm?

Yes

Intentional Action
Intervention is warranted. Meet with DIO to discuss the appropriate mediation process. Involve risk management and hospital (UCH) leadership in coordination with DIO action plan.

No

Do you have reason to believe or is there evidence that the trainee **knowingly** violated a safe procedure OR did the trainee engage in unprofessional behavior?

Yes

Is there concern for, or direct evidence of, impairment that affected clinical judgment?

Yes

Assisitive Referral
Referral for evaluation of health concern under the [GME Physician Well-Being and Impairment policy](#). Send for trainee health and/or mental health assessment, if appropriate.

No

No

Resident Professional Review
Address and intervene under the [Resident Professional Review Process](#) from CU GME. Notify DIO and program director. The program director should hold a CCC if appropriate.

Did the trainee make an error in diagnostic or therapeutic decision making? OR Did the trainee make a potentially unsafe choice?

Yes

Was this error / unsafe choice due to the trainee's inexperience?

Yes

Program Director's Discretion
Consider Program Director intervention only or the [Resident Professional Review Process](#) depending on the circumstance or specific violation. Also, consider whether a higher level of supervision is needed on this rotation.

No

Yes

System-level Vulnerability
Consider any of the following actions: resident files their own safety report about the incident; program director contacts GME Dir of Quality and Safety for possible clinical case review; contact LEAD committee for guidance.

Substitution Test
Would other trainees at the same level of training with similar skills, knowledge, and supervision, working in the same environment, do the same in similar circumstances? (e.g., does this fall within professional norms, standards of care, or established practices/guidelines)

No

Is there a documented history of potentially unsafe practice?

No

Near Miss or Non-Preventable Adverse Outcome
The practitioner is not accountable. Improve processes, procedures, design environments. Consider holding a systems improvement conference. Address opportunities for general trainee education and supervision. When trainees are involved, pay special attention to whether inadequate supervision issues need to be addressed.

Yes