

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)

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 Service - access to food during clinical and educational assignments. (food services 24 hours a day while on duty in all institutions.) If the cafeteria is not open, adequate and appropriate food items must be available for on-call Residents. Refrigeration where food may be stored must also be provided.
- (2) Call Rooms– participating hospitals shall provide adequate and appropriate sleep and rest facilities that are safe, private, and quiet for Residents assigned in-house overnight call, or for naps as needed for potential negative effects of fatigue or sleep deprivation, or if any Resident is too fatigued to safely return home. Call areas shall include convenient and adequate toilet and shower facilities (cleaned daily); clean linens; security including door locks; an adequate number of lockers for storage of personal belongings; and telephone access. Call areas must be available and accessible for residents with proximity appropriate for safe patient care.
- (3) Lactation Rooms – participating hospitals shall provide clean and private facilities for lactation that have refrigeration capabilities. Lactation rooms must have proximity appropriate for safe patient care. Colorado State law requires employers to make reasonable accommodations for nursing parents. The University of Colorado’s [Women & Gender Center](#) provides information relevant to lactation rooms on campus as well as additional resources. Refer to the following listing of [Lactation Rooms at the CU GME Affiliated Hospitals](#).
- (4) Security/Safety – appropriate security and personal safety measures at all locations including but not limited to parking facilities, on-call quarters, hospital and institutional grounds, and related facilities. Safe transportation options must be available for Residents who may be too fatigued to safely return home.
- (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) Please refer to the [Hospital Contacts for Resident/Fellow Sleep Facilities & Taxi Fare Resources](#).

¹ ACGME Common Program Requirements I.D.

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- (7) Resources – Residents must have ready access to specialty-specific and other appropriate reference material. Programs must provide residents with reference material in either print or electronic format, and must include, but is not limited to, access to electronic medical literature databases with full text capabilities. The program’s educational and clinical resources must be adequate to support the number of Residents appointed to the program.
- (8) Other Learners - The presence of other learners and other care providers, including, but not limited to, Residents from other programs, subspecialty Fellows, and advanced practice providers, must enrich the appointed Residents’ education. The program must report circumstances when the presence of other learners has interfered with the Residents’ education to the DIO and Graduate Medical Education Committee (GMEC).²

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 303-724-6031.

² ACGME Common Program Requirements I.E.