

Name of Policy: <u>GME: Professionalism, Personal Responsibility and Patient Safety</u>		 <p>Revised/Review date: 12/5/23, Original effective date: 08/01/97</p>	
Policy Number: 3364-86-015-00			
Approving Officer: Dean, College of Medicine and Life Sciences			
Responsible Agent: Director, Graduate Medical Education			
Scope: UT College of Medicine Residents			
<input type="checkbox"/>	New policy proposal	<input type="checkbox"/>	Minor/technical revision of existing policy
<input checked="" type="checkbox"/>	Major revision of existing policy		Reaffirmation of existing policy

POLICY

Residents and fellows must perform in a professional manner that supports patient safety and personal responsibility.

PURPOSE

This policy provides guidance to the residents and fellows in development of professionalism directed towards safe and effective patient care and their personal responsibility for it.

PROCEDURE

- (1) Residents and fellows must demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles as demonstrated by:
 - (a) compassion, integrity, and respect for others;
 - (b) responsiveness to patient needs that supersedes self-interest;
 - (c) cultural humility
 - (d) respect for patient privacy and autonomy;
 - (e) accountability to patients, society and the profession; and,
 - (f) respect and responsiveness to diverse patient populations, including but not limited to diversity in gender, age, culture, race, religion, disabilities, national origin, socioeconomic status and sexual orientation.
 - (g) appropriately disclosing and addressing conflict or duality of interest
 - (h) respect and support for all learners including students and other residents.
 - (i) the ability to recognize and develop a plan for one's own personal and professional well-being

- (2) The programs and sponsoring institution must educate residents and 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. The program must

be committed to and responsible for promoting patient safety and resident well-being in a supportive educational environment.

- (3) The program director must ensure that residents are integrated and actively participate in interdisciplinary clinical quality improvement and patient safety programs.
- (4) The learning objectives of the program must:
 - (a) be accomplished without excessive reliance on residents to fulfill non-physician service obligations.
 - (b) ensure manageable patient care responsibilities and;
 - (c) 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
- (5) The program director and institution must provide a culture of professionalism that supports patient safety and personal responsibility. Residents and faculty members must demonstrate an understanding and acceptance of their personal role in the safety and welfare of patients entrusted to their care, including the ability to report unsafe conditions and safety events.
- (6) Programs, in partnership with their sponsoring institutions:
 - a. 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.
 - b. Should have a process for education of residents and faculty regarding unprofessional behavior and a confidential process for reporting, investigating
- (7) The following specific requirements for professionalism must be adhered to by the resident while in the University of Toledo program and the affiliated hospitals.
 - Residents shall, at all times, be attired in a professionally appropriate manner, in accordance with the Institution's dress code policy 3364-25-06. Specific details will be defined by the residency program and provided to the resident.
 - Residents must follow the Institution's appropriate policy regarding the wearing of scrubs and other hospital attire.
 - Institution-appropriate identification badges with photos must be worn at all times and be clearly visible while on duty.
 - All faculty, staff, peers, students, patients and their visitors will be treated and addressed with courtesy. Actions or remarks which are, or which may be interpreted as being discriminatory on the basis of race, color, national origin, sex, age, disability or religion are absolutely forbidden. Harassment of any type will be dealt with appropriately.
 - It is imperative to remember that academic discussions and teaching rounds are subject to HIPAA rules regarding patient confidentiality.
 - Attention should be given to protecting the patient's privacy and confidentiality where other patients and visitors may be present.

Residents must comply with the requirements and utilization of the electronic health record in accordance with the institutional Electronic Health Record (EHR) – Use of Templates and Copying Functionality Policy 3364-100-53-26; which details acceptable use of Copy/Paste, Copy Forward, “Recent” button (cloning) and Note templates within the EHR in order to meet Federal and State rules and regulations regarding appropriate provider documentation and the accepted standards of medical care.

- (8) When the residents are rotating at educational sites, they must follow the policies and procedures at those sites for professionalism, patient safety, and medical record completion.

<p>Approved By:</p> <p><u>/s/ Shaza Aouthmany, M.D.</u> Chair, Graduate Medical Education Committee</p> <p><u>/s/ Christopher Cooper, M.D.</u> Dean, College of Medicine and Life Sciences</p> <p><i>Review/Revision Completed by: Graduate Medical Education Committee</i></p>	<p>Policies Superseded by This Policy:</p> <ul style="list-style-type: none"> • None <p>Initial effective date: 8/01/97</p> <p>Review/Revision Date: Reviewed 8/99, Revised 4/01, Revised 10/01, Reviewed 6/05, Reviewed 10/05, Reviewed 6/05, Revised 6/5/07, Reviewed 6/2/09, Revised 6/7/11, Revised 12/4/12, Revised 9/3/13, Reviewed 9/1/15, Revised 8/9/16, Revised 8/7/18, Revised 11/13/18, Reviewed 12/1/2020, Revised 12/5/23</p> <p>Next review date: 12/2025</p>
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