UCLA GME PROFESSIONALISM POLICY

PURPOSE

Professionalism is a core value of the UCLA DGSOM Graduate Medical Education program. The purpose of this policy is to establish guidelines for professional behavior, maintain a positive learning workplace, and ensure a safe, high quality patient care environment that promotes collegiality and prevention of any mistreatment.

SCOPE

This policy applies to all UCLA-sponsored ACGME and non-ACGME accredited residency and fellowship programs in all clinical learning environments.

DEFINITIONS

It is the policy of the UCLA DGSOM Graduate Medical Education program that its residents conduct themselves with the highest level of professionalism, resolve conflicts in an appropriate manner, and refrain from engaging in unethical, disrespectful, or disruptive behavior at all times.

POLICY

All residents must adhere to the following:

I.   Display compassion, integrity and respect for others, including patients, families, trainees and all members of the health care team.
II. Understand and accept that bias based on gender, age, culture, ethnicity, religion, disability, or sexual orientation seriously harms the learning environment and is strictly prohibited.
III. Refrain from disruptive behavior including but not limited to:
   a. Harassment or discrimination
   b. Verbal threats and outbursts
   c. Undue criticism intended to belittle or berate others
   d. Arguing in front of patients and families
   e. Physical actions that threaten others
   f. Inappropriate physical contact

IV. Manage conflicts respectfully, seeking assistance when necessary from resources available to the campus community.

V. Arrive on time for shifts and assignments; respond to all tasks and deadlines promptly

VI. Respond to consult requests and pages in a timely, respectful fashion.

VII. Respect patient privacy and autonomy

VIII. Exhibit a responsiveness to patient needs that supersedes self-interest.

IX. Complete required documentation honestly and accurately including duty hour reporting and procedure logging.

X. Fulfill educational and professional responsibilities, including scholarly activities.

XI. Maintain appropriate standards in all social media postings with clear demarcations between personal and professional lives. Protect personal and professional reputation when posting, commenting, or contributing to collaborative projects such as wikis, blogs and/or virtual communities.

XII. Adhere to all institutional policies and guidelines.

XIII. Maintain a professional appearance in the work environment

PROCEDURE

N/A

FORMS

N/A (Unless we adopt the professionalism statement approved by the Task Force)

REFERENCES

ACGME REQUIREMENTS (Common Program Requirements IV.A.5.e):
- Residents must demonstrate a commitment to carrying out professional responsibilities and an adherence to ethical principles. Residents are expected to demonstrate:
  - Compassion, integrity, and respect for others (IV.A.5.e(1)).
  - Responsiveness to patient needs that supersedes self-interest (IV.A.5.e.(2))
  - Respect for patient privacy and autonomy (IV.A.5.e.(3))
  - Accountability to patients, society and the profession (IV.A.5.e.(4))
  - Sensitivity and responsiveness to a diverse patient population, including but not limited to diversity in gender, age, culture, race, religion, disabilities, and sexual orientation. (IV.A.5.e.(5)

CONTACT

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APPROVAL

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