

RADIOLOGY DEPARTMENT POLICY ZERO TOLERANCE FOR UNPROFESSIONAL OR ABUSIVE BEHAVIOR

Background: Numerous studies have demonstrated that trainees often believe they are abused in the setting of medical education. Because the relationship between faculty and trainees is hierarchical, it remains the ethical responsibility of the faculty to assure that trainees are professionally mentored and respectfully treated. A renewed interest in teaching professionalism to trainees has been demonstrated by a variety of organizations such as the ACGME, AAMC, and AMA.

COGME believes that all patients, ancillary support personnel, co-workers and students are entitled to equitable, respectful, and professional interaction. Also that professionalism is best learned through a mentoring process between the faculty and trainees.

Policy:

1. The Radiology Department Chair, Residency Program Director and Fellowship Program Director will address any perceived breaches of professional behavior with medical staff members, trainees, or their supervisors. The Chairman will be advised of any perceived or real breaches in this policy.
2. Continued violations of this policy shall be reported to the Chairman of the Radiology department who will direct the report of violations to the Director of Graduate Medical Education.
3. Criticism of performance will be discussed in private with the student or trainee.
4. Discussions about patient care with consulting medical staff among house staff or students will be carried out in a civil tone and volume. Shouting, cursing, name calling, or personal attacks have no place in such discussions. When physically present in the hospitals, professional conversation and interactions are critical to patient care and to the functions of the hospitals.
5. Individuals who are found to continually violate this policy may be subject to dismissal.
6. Individuals will be advised of their right under the Grievance Policy

DRAFT

05/23/2005