

Professional Behavior Standards for Residents

Wisconsin Northern & Central GME Consortium (WiNC)

Initial GMEC Approval:	06-09-20
Last GMEC Review Date:	04-21-22

Scope

This policy pertains to all WiNC-sponsored residency/fellowship programs. The term resident/residency is used synonymously with fellow/fellowship unless otherwise specified. (GMEC approved 10/20/2022)

Purpose

To outline a policy regarding acceptable standards of behavior in the residency program.

Guidelines

Residents agree to the following:

1. I will treat my patients, colleagues and supervisors with respect in all that I do.
2. I will contribute to workplace safety by reporting impairment in others whether it relates to fatigue, substance use, medical condition or a knowledge deficit.
3. I will be mindful of my own health and ability to provide safe, high-quality care, and will be open to the concerns of others. If I question my own abilities, I will seek counsel from a supervisor.
4. I will participate constructively in quality improvement and patient safety initiatives, including reporting adverse events or near misses, in order to enhance systems of care.
5. I will respect the confidentiality and privacy of patients at all times including adhering to both HIPAA and local health system guidelines.
6. I will display compassionate behavior and sensitivity to the needs of others in all facets of my work.
7. I will be conscientious and open to feedback regarding how my dress and physical presentation may affect workplace safety, therapeutic relationships with patients, and others.
8. I will complete resident administrative responsibilities in a timely and thorough manner including: patient care, patient care documentation, clinical work hours attestation, scheduling requests, evaluations, and other educational documentation.
9. I will contribute to an efficient workplace team by promptly responding to phone calls, pages, emails, and electronic health messages.
10. I will be truthful and forthcoming in my professional interactions.
11. I will attend and fully engage in my assigned duties, whether clinical rotations, didactic seminars, scholarly activities, self-guided learning or continuing medical education.
12. I will recognize and avoid conflicts of interest that put my own needs ahead of others. I will be wary of gifts from vendors and industry, gifts of significant value from patients, and care plans that are not patient-centered.
13. I will be responsive to the needs of my patients, society, and the profession by advocating for individual patients and the communities I serve.
14. I will be cognizant of how my attitude and behaviors impact the workplace environment as well as the patients we serve.
15. As a physician, I recognize the importance of lifelong learning and will seek out opportunities to improve my knowledge and expand my skill set.

I recognize that honoring these professional behavior standards will result in excellent patient care and an optimal educational experience for me and my colleagues. These standards will contribute to improvements in my program, and a positive residency experience.

Residents are expected to present a professional image. This includes appropriate attire, lab coats if required, and a name tag for identification. Additional guidelines may be determined by each local residency program.

* Originally developed by the University of Wisconsin-Department of Family Medicine and Community Health

Responsibilities

The GMEC is responsible for addressing any resident behavior brought to their attention that is contradictory to the professional behavior standards outlined in this policy.

For GMEC ACGME Reference:
