NYU Winthrop Hospital (NYUWH) and the residency/fellowship programs must provide an educational and work environment in which residents may raise and resolve issues without fear of intimidation or retaliation.

NYUWH provides anonymous and protected systems for residents/fellows to address concerns:

1. **Anonymous online reporting on New Innovations website**
   Residents/fellows can anonymously communicate electronically with the Director of GME regarding any concerns they may have. This is communicated to residents at the time of orientation and is available on the New Innovations home page.

2. **Open Door Policy**
   The GME Office and program directors maintain a neutral open-door policy where residents/fellows can address issues that are of concern. These issues may be brought to the GMEC or hospital administration without identification of the source.

3. **Anonymous Evaluations**
   The residents/fellows evaluate their program, faculty and program director anonymously in the institution web-based tracking system, New Innovations. These evaluations are reviewed regularly by the program.
   
   The surveys contain queries about the program, the faculty, teaching, work environment, supervision, duty hours, resources, scholarly activity and other areas. These surveys are administered through New Innovations, and the responses are tracked to determine those areas that are highly regarded and those that require attention.

4. **Annual Program Review Process**
   During the Academic Affairs annual review of the program, the DIO queries the residents/fellows as an independent group about the educational and work environment. This provides the opportunity for residents to speak freely without fear of intimidation and retaliation. NYUWH monitors the programs through this process.

5. **House Staff Committee**
   NYUWH has organized a House Staff Committee that acts as liaison/forum for residents to voice concerns about the quality of education and work environment. The liaisons have bimonthly meetings with the Director of GME.

NYU Winthrop Hospital has a House Staff Wellness Committee. Membership of this committee includes residents and fellows from a diversity of ACGME programs. The committee has developed a wellness website, organizes activities and events, and is an information resource for resident and fellows.

NYU Winthrop Hospital participates in an Employee Assistance Program, available 24/7/365 that provides resources, information, and access to mental health services at no cost. Additionally, the Office of Academic Affairs retains a psychologist who is available to see residents and fellows for several visits at no charge, and will then refer to an appropriate practitioner for ongoing care as needed.