POLICY: PROFESSIONALISM IN GRADUATE MEDICAL EDUCATION

I. Purpose
To establish professionalism expectations for House Staff Officers and Faculty in Graduate Medical Education at NYU Winthrop Hospital in addition to polices and expectations set by other organization and institutions (such as the ACGME, AAMC, Joint Commission and Hospital Policies).

NYU Winthrop Hospital and its graduate medical education programs have a duty to create a shared mental model of professionalism that contributes to high quality patient care.

II. Scope
This policy applies to all graduate medical education residency and fellowship programs.

III. Definitions
   House Staff Officer: a physician who is enrolled in an accredited or non-accredited NYU Winthrop Training Program. This includes all Residents and Clinical Fellows.

   Sponsoring Institutions- NYU Winthrop Hospital

IV. Policy Statement
   1. Professionalism Responsibilities: All House Staff are expected to:
      a. To show compassion, integrity and respect for others
      b. To be responsive to patient needs that supersedes self interest
      c. To have respect for patient privacy and autonomy - this includes the appropriate use of personal health identifiers, compliance with HIPAA regulations, and avoidance of sharing computer passwords/access.
      d. To be accountable to patients, society and the profession, including
         i. personal and peer recognition of impairment due to illness, fatigue, or substance use
         ii. systematic reporting of unsafe conditions
         iii. the use of the institutional incident reporting system (WinRS) found on the intranet webpage
         iv. timely and accurate completion of medical records, program evaluations, annual health updates
v. maintenance of a high degree of ethical conduct regarding scientific research
e. To demonstrate sensitivity and responsiveness to a diverse patient population
f. To be committed to excellence and ongoing professional development
g. To demonstrate adherence to the NYUWH Code of Conduct and all policies of the Office of Academic Affairs and NYU Winthrop Hospital

2. In the Curriculum
   a. In the Common Program Requirements, the ACGME states that evaluation and teaching of professionalism “is most effective when done in the context of patient care and related activities, (e.g., conducting QI projects, leading a team, presenting M&M, reflections on practice, conversation with mentor).” Program Directors and faculty must ensure the integration of professionalism into all possible aspects of the curriculum.
   b. House Staff Officers must be appropriately educated about retaliation, how to recognize retaliatory actions, and the appropriate methods for dealing with such.

3. Evaluations and Feedback:
   a. Evaluations must be completed, as stipulated in the ACGME requirements, to include aspects of professionalism

4. Unprofessional Behavior and Remediation
   a. Any lapses in professionalism will be handled according to the “Conduct, Disciplinary Action and Due Process Policies.”
   b. Any resident aware of possible unprofessional behavior is expected to report such actions to any one or more of the following: supervising attending, program director, department chair, Associate Dean of GME, Chief Academic Officer, or the Department of Risk Management.
   c. All reports will be considered confidential and non-punitive.
   d. Professional misconduct may also be subject to reporting to the Office of Professional Medical Contact of the NY State Department of Health or the Office of Professional Discipline of the NY State Department of Education.

5. Professionalism Contract
   a. All House Staff and Program Faculty will sign the GME Professionalism Contract upon their enrollment in the program.

Approved by GMEC: 9/10/18