



UC IRVINE SCHOOL OF MEDICINE INTERNAL MEDICINE RESIDENCY

PROFESSIONALISM POLICY

The Internal Medicine Residency Program fully endorses and adheres to the Accreditation Council for Graduate Medical Education (ACGME) Clinical Experience and Education policy contained in the ACGME Common Program Requirements, section VI. B, approved major revision, 2017 and the UC Irvine Graduate Medical Education Institutional Professionalism Policy.

Resident physicians at the University of California, Irvine School of Medicine are expected to demonstrate a commitment to the following ethical behavior and professional responsibilities:

- *Compassion and respect for patients, patients' families, and health team members.*
- *Honesty and integrity in all interactions with patients, patients' families, staff, faculty, and administrators, as well as in any written documentation.*
- *Protection of patient privacy and autonomy.*
- *Commitment to promptly addressing our patients' needs and best interests.*
- *Dedication to providing competent medical care with the continued pursuit of medical knowledge and skills, and the use of other health care professionals' talents when indicated in order to best serve our patients.*
- *Understanding, respect and responsiveness to a diverse patient population, including but not limited to diversity in gender, age, culture, ethnicity, religion, disabilities and sexual orientation.*
- *Continued improvement of the quality of health care and access for all people.*
- *Recognition of burnout risk factors and symptoms in self and peers along with continuous efforts to promote wellness and resiliency.*
- *Adherence to the bylaws of professional medical organizations and academic institutions with maintenance of good standing.*

Professionalism- ACGME Core Competency

Residents in the internal medicine residency at the University of California, Irvine must demonstrate a commitment to professionalism and an adherence to ethical principles.

Residents must demonstrate competence in:

- compassion, integrity and respect for others and a responsiveness to patient needs that supersedes self-interest
- Respect for patient privacy and autonomy
- accountability to patients, society, and the profession
- respect and responsiveness to diverse patient populations, including but not limited to diversity in gender, age, culture, race, religion, disabilities, national origin, socioeconomic status, and sexual orientation



UC IRVINE SCHOOL OF MEDICINE INTERNAL MEDICINE RESIDENCY

All residents and faculty members will be required to demonstrate an understanding of their role in:

- The provision of patient and family centered care
- The safety and welfare of patients entrusted to their care including the ability to report unsafe conditions and adverse events
- Assurance of their fitness for work including management of time before, during and after clinical assignments
- Recognition of impairments including from illness, fatigue, substance abuse in themselves, peers and/or other members of the health care team

Additional professional behavior expected by residents and faculty includes:

- Respect for all health care members of the team
- Timeliness and attendance at required activities
- Commitment to one's own education and the education of others
- Completion of duties and assignments
- Adherence to Program Policies and procedures
- Completion of medical records
- Upholding confidentiality
- Commitment to teaching and lifelong learning

All residents and faculty will be educated on fatigue management and signs of physician impairment.

All residents and faculty will have access to the Institutional Well-being and Impaired Physician Program.

All residents and faculty will receive education concerning the professional responsibilities of physicians, including the need to be rested and fit to provide the care required by their patients. All residents are required to sign and adhere to the UC Irvine Graduate Medical Education Academic Honor Code and complete the GME mandatory annual training on professionalism and interpersonal/communication skills. In addition all residents will be provided with reminders of outlets to voice concerns including the Office of Graduate Medical Education, an anonymous online grievance form that is hosted on the UC Irvine Graduate Medical Education website, the UC Irvine Ombudsman, the UC Irvine Graduate Medical Education quarterly housestaff forums, and the Office of Equal Opportunity and Diversity

Manageable patient care responsibilities will be adhered to including compliance with ACGME mandated patient caps and duty hours. Residents will not be relied upon for routine non-physician obligations and adequate support will be provide to all residents across training sites.

The program director, in partnership with the sponsoring institution, will provide a culture of professionalism that supports patient safety and personal responsibility.