

## Resident Educational and Work Environment

**POLICY:** United Hospital Center will provide an educational and work environment in which residents may raise and resolve issues without fear and intimidation or retaliation.

**PROCEDURE:** Any Family Medicine resident with an educational or work environment concern should communicate this to the chief resident. The chief resident will then discuss this with the Program Director and other Faculty to assess the concern and determine a solution as appropriate. If the concerned resident does not feel comfortable discussing the issue with the chief resident, he or she can discuss this with the program director.

If the concerned resident is not satisfied with the above process, this resident, with or without the chief resident, will communicate the educational and work environment concern to the Chairman of the GMEC. This communication will be facilitated by the Medical Staff Coordinator. The Chairman of the GMEC then will discuss the educational and work environment concern with the Program Director to achieve a resolution. This voiced concern and the Program Director's solution will then be taken to the GMEC for approval.

The United Hospital Center Organizational Ethics Policy requires directors, officers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. This policy includes a No Retaliation, or Whistleblower, clause which states that no employee (including residents) who in good faith reports a violation of code shall suffer harassment, retaliation or adverse employment consequence.