

Project Vida Health Center  
Community Psychiatry Residency  
Graduate Medical Education Policies and Procedures

**Professional Policy**

APPROVED: 10/05/2023, 1/31/2024

EFFECTIVE: 1/31/2024

REVISED: 1/05/2023

**Purpose:** To be dedicated to the act of professionalism in Graduate Medical Education.

**Policy:** For residents and faculty to demonstrate a commitment to professionalism and an adherence to ethical principles in the areas of:

- compassion, integrity, and respect for others
- responsiveness to patient needs
- 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.
- ability to recognize and develop a plan for one's own personal and professional well-being; and,
- appropriately disclosing and addressing conflict or duality of interest.
- Adhere to AMA Principle of Medical Ethics <https://code-medical-ethics.ama-assn.org/principles>.

All affiliated partners, and or faculty will educate residents concerning the professional responsibilities to physicians, including their obligation to be appropriately rested and fit to provide the care required by their patients and:

- Appropriately prepare for, and actively engage in, all assigned teaching and mentoring responsibilities.
- Treat all learners with understanding, dignity, respect, and tolerance.
- Evaluate learners equitably and fairly, using only criteria that reflect the learner's performance, as measured by standards applied uniformly to all learners in the course or other learning activity, except where differentiation is required or permitted in the case of students with disabilities.

Professionalism is demonstrated through a foundation of clinical competence, communication skills, and ethical understanding, upon which is built the aspiration to and wise application of the principles of professionalism: excellence, humanism, accountability, and altruism.

Residents are expected behave professionally:

- Accept criticism in a non-defensive manner
- Demonstrate appropriate sensitivity to patients and their families
- Complete tasks in a timely manner
- Be available for professional responsibilities
- Demonstrate honesty and integrity
- Maintain a professional demeanor, including:
- Have an appearance and dress that are in line with professional standards as established by departmental policies
- Exhibit respectful and courteous behaviors
- Be responsive to questions and accommodating to requests
- Express anger in a non-public and non-physical manner
- Adhere to professionally accepted boundaries for patient relationships
- Conform to sexual harassment and discrimination policies

Unprofessional conduct, to include but not limited to the following, is unacceptable and may be subject to progressive discipline:

- Failure to be truthful in all circumstances
- Violation of state and federal rules/laws as standards of practice
- Chronic lateness and/or failure to complete tasks in a timely manner
- Absence without approved leave
- Rudeness
- Disregard for other team members
- Disrespect for authority
- Inappropriate behavior with patients, families, or other members of the health care team
- Public or physical displays of anger
- Failure to follow up on clinical activities
- Abuse of power
- Failure to respect policies of the University of Nevada, Reno School of Medicine and affiliated hospitals
- Inappropriate use of social media
- Use of personal email for sending UNR Med business
- Unexplained absences
- Failure to adhere to departmental dress standards

Unprofessional behavior is grounds for disciplinary academic and/or punitive action(s) as stated in the above.

Program directors will investigate complaints and prescribe remediation if indicated. Persistent problems will be brought before the programs' specific evaluation group for recommendations and additional remediation (residency competency committee)

Should unprofessional behaviors continue and fail to be remediated at the previous two levels, residents will be brought before the GMEC's Resident Performance Review Committee for a hearing.