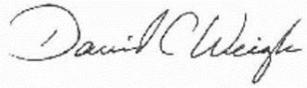

Policy Title: Professional Conduct



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PURPOSE

To provide clarity regarding expectations for the conduct of residents and fellows at the University of Texas Southwestern Medical Center.

POLICY

It is the policy of UT Southwestern that every resident shall conduct him/herself in a professional, cooperative and appropriate manner, and shall not engage in disruptive behavior. It is expected that residents treat all staff and patients with courtesy and respect, and show respect for patient autonomy.

PROCEDURE

Residents, Fellows and Faculty must adhere to the following Code of conduct as well as to similar codes at institutions where they may be justifiably perceived as representatives of the University of Texas Southwestern Medical Center.

As a resident or fellow at the University of Texas Southwestern Medical Center, I understand that it is a great privilege to study medicine. Over the course of my training, I will assume extraordinary responsibility for the health and well-being of others. This undertaking requires that I uphold the highest standards of ethical and compassionate behavior. Accordingly, I have adopted the following statement of principles to guide me throughout my academic, clinical, and research work. I will strive to uphold both the spirit and the letter of this code in my years at UT Southwestern and throughout my medical career.

HONESTY

- I will maintain the highest standards of academic honesty.
- I will be truthful with patients and will report accurately all historical and physical findings, test results, and other information pertinent to the care of the patient.
- I will conduct research in an unbiased manner, report results truthfully, and credit ideas developed and work done by others.

CONFIDENTIALITY

- I will regard confidentiality as a central obligation of patient care.
- I will limit discussions of patients to members of the health care team in settings removed from the public ear (e.g., not in elevators, hallways, cafeterias).
- I will be truthful with patients and will report accurately all historical and physical findings, test results, and other information pertinent to the care of the patient according to the patient's wishes.

RESPECT FOR OTHERS

- I will uphold an atmosphere conducive to patient care and learning.
- I will treat patients and their families with respect and dignity both in their presence and in discussions with other members of the health care team.
- I will interact with patients in a way that ensures their privacy and respects their modesty.
- I will interact with all members of the health care team in a considerate and cooperative manner.
- I will not tolerate discrimination on the basis of race, gender, religion, sexual orientation, age, disability, or socioeconomic status.

- I will judge my colleagues fairly and attempt to resolve conflicts in a manner that respects the dignity of every person involved.

RESPONSIBILITY

- I will set patient care as the highest priority in the clinical setting.
- I will recognize my own limitations and will seek help when my level of experience is inadequate to handle a situation on my own.
- I will conduct myself professionally - in my demeanor, use of language, reliability, and appearance - in the presence of patients, in the classroom, and in health care settings.
- I will not use alcohol or drugs in any way that could interfere with my clinical responsibilities.
- I will not use my professional position to engage in romantic or sexual relationships with patients or members of their families.

EXPECTATIONS OF FACULTY, RESIDENTS, AND FELLOWS

- I have the right to request clarification regarding assignments and examinations, as well as to raise concerns regarding the appropriateness of a working environment pursuant to grievance procedures.
- I cannot be compelled to perform procedures or examinations which are unethical or beyond the level of my training and I have the right to raise such concerns or complaints pursuant to grievance procedures.
- I have the right to be challenged to learn, but not to be harassed or abused nor to be subjected to romantic or sexual overtures from those who are supervising my work and to utilize university or hospital policy to address any such concern or complaints.

Disruptive behavior includes, but is not limited to:

- Conduct that interferes with the provision of quality patient care and/or education;
- Shouting or using vulgar, profane or abusive language;
- Making disparaging comments (verbal, written, online, or other) or displaying behavior which is unprofessional, intimidating, or belittling of faculty, colleagues or staff;
- Physical assault; and
- Making threats of violence or financial harm towards patient or staff.

Residents identified as demonstrating disruptive or otherwise unprofessional behavior are subject to corrective action.