

UTHSCSA Graduate Medical Education Policies

<p>Section 7</p> <p>Policy 7.6</p>	<p>Health and Wellness Disruptive Behavior</p> <p>by Residents and Fellows</p>	<p>Effective: February 2008 Revised: May 2016</p> <p>Responsibility: Designated Institutional Official</p>
<p>Disruptive Behavior by Residents and Fellows</p>		
<p>Purpose</p>	<p>To ensure that every resident and fellow (hereafter called “resident”) conduct him/herself in a professional, cooperative and appropriate manner and to encourage the prompt identification and resolution of alleged disruptive behavior by all involved or affected persons through informal, collaborative efforts at counseling and rehabilitation.</p> <p>In addition, this policy provides a formal process for the further investigation and resolution of disruptive resident behavior that has not been appropriately modified by prior informal efforts.</p> <p>Finally, this policy provides guidelines for the appropriate discipline of residents who have failed to appropriately modify their behavior after the informal efforts and formal processes described in this policy have been applied.</p>	
<p>Policy</p>	<p>It is the policy of the University of Texas Health Science Center at San Antonio (UTHSCSA) 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.</p> <p>Residents are expected to:</p> <ul style="list-style-type: none"> • Accept and incorporate feedback in a thoughtful and non-defensive manner • Address dissatisfaction through appropriate channels • Cooperate and communicate with all hospital and university staff displaying regard for their dignity • Be truthful in all written and verbal communications <p>Disruptive behavior includes, but is not limited to:</p> <ul style="list-style-type: none"> • 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 • Making threats of violence or financial harm towards patient or staff 	

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	<ul style="list-style-type: none">• Inappropriate conduct that reflects in a negative way on the hospital or university <p>Some behaviors which may be disruptive may be unlawful as well, and are addressed separately within GME Policies and UTHSCSA regulations.</p>
Procedure	Residents identified as demonstrating disruptive behavior may be at risk for the informal or formal disciplinary actions as detailed in the GME Policy 2.10.