Section 7	Program Policies and Procedures	Effective:	December 2016
		Revised:	
Policy 7.7	Consensual Relationships Policy	Responsibility:	Designated Institutional Official

	Consensual Relationships Policy
Purpose	This policy addresses relationships that, although consensual, may impair the effectiveness of UTHSCSA operations, with specific emphasis on GME-related situations.
Policy	The UTHSCSA policy may be found in the Handbook of Operating Procedures (HOP) as Policy 4.2.4. and at http://uthscsa.edu/hop2000/4.2.4.pdf. Appropriate ethical and professional boundaries are an essential aspect of healthy medical education environments. If/when an individual with teaching, supervisory, advisory, or evaluative responsibility over residents or fellows has or develops a personal relationship with a resident or fellow, there is potential for violation of those boundaries. Thus, UTHSCSA requires reporting and mitigation in such situations. The UTHSCSA policy applies to GME situations; in order to provide guidance to our colleagues, this GME policy addresses specific operations for individuals involved in GME in one of the roles above. 1. **Reporting Requirements** – as per the UTHSCSA policy above, the individual in the <u>supervisory role is required to report</u> a consensual relationship with an individual. The individual in the resident/fellow position may also report, however the burden of notification lies with the supervisor.

2. **Operations of Reporting** – In the event that a consensual relationship exists or begins to develop, the supervisor is to report to the GME Office, specifically to the GME Manager, who will act to gather information as needed.

3. **Mitigation of Conflicts** - The GME Dean (or designee) will work with the individuals as needed to make arrangements necessary to resolve the conflict of interest or eliminate the appearance of impropriety.

4. **Counselling Resources** – Resources for faculty are listed in the UTHSCSA policy. Resources for residents include:

   - Resident's personal physician or other appropriate provider
   - Resident's program or clinical department
   - Resident's Employee Assistance Program – http://uthscsa.edu/gme/benefits.asp
   - GME Office Mental Health Providers
   - UTHSCSA Department of Psychiatry