



**Graduate Medical Education
Resident and Fellow Well-Being Policy**

(REVISED for AY 2024-25)

ACGME Institutional Requirement IV.I.1.

Purpose:

To create and sustain a learning and working environment with a culture of respect and accountability for physician well-being. To remediate issues in a timely manner. To demonstrate a commitment to the well-being of the students, residents, faculty members, and all members of the health care team **through customized, practical and explicit expectations and processes.** (A sample policy is shared below to assist in the customization process; it is not intended to be copied/pasted.)

Scope & Application:

The institutional Well-Being policy applies to all residency and fellowship programs in graduate medical education, consistent with the Common and Specialty-/Subspecialty-Specific Program Requirements. The institutional Well-Being policy below provides a framework for graduate medical education programs to create program-specific well-being policies.

Overview:

Every program must have a *customized* well-being policy that encourages optimal resident and faculty well-being. In addition to sustaining an environment that promotes well-being, this includes circumstances in which a resident or fellow may be unable to attend work. These policies must:

- a) Provide appropriate support systems to allow residents/fellows the ability to be removed from patient care responsibilities who are unable to provide appropriate patient care.
- b) Explicate the program's contingency plan for coverage and continuity of patient care.
- c) Be attentive to power dynamics and implemented without fear of negative consequences for the resident or fellow who is unable to provide the clinical work.
- d) Be appropriate to the program's unique clinical environment and needs of the humans working to apply and benefit from these policies. Details on how these policies are achieved should be explicit as to how and when they are accomplished.

Policy & Guidelines:

Through their Well-Being Policy, the Program, in partnership with the institution, are responsible for articulating the ways in which they:

1. Educate faculty members and residents/fellows in
 - a. identification of the symptoms of burnout, depression, and substance abuse in themselves *and* others,
 - b. the means to assist those who experience these conditions to seek appropriate care.

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2. Encourage residents/fellows and faculty members to alert their program director, DIO, or other designated personnel or programs when they are concerned that another resident/fellow or faculty member may be displaying signs of burnout, depression, substance abuse, suicidal ideation, or potential for violence.
3. Provide access to appropriate tools for self-screening of mental health concerns.
4. Offer access to confidential, affordable mental health assessment, counseling, and treatment, including access to urgent and emergent care 24 hours a day, seven days a week.
5. Develop a healthy and safe clinical and educational environment that provides for:
 - a. Time away from work to engage with family and friends, as well as to attend to personal needs and to one's own holistic health, including adequate rest, healthy diet, and regular exercise.
 - b. The opportunity to attend medical, mental health and dental care appointments, including those scheduled during their working hours.
 - c. Education annually of all faculty, residents, and fellows on the signs of fatigue and sleep deprivation as well as alertness management and fatigue mitigation strategies.
 - d. Access to food storage and bio-facilities during clinical and educational assignments.
 - e. Sleep/rest facilities that are safe, quiet, clean, and private, and that must be available and accessible for residents/fellows, with proximity appropriate for safe patient care.
 - f. Safe transportation options for residents/fellows who may be too fatigued to safely return home on their own or access to a secure sleep/rest facility.
 - g. Clean and private facilities for lactation with proximity appropriate for safe patient care, and clean and safe refrigeration resources for the storage of breast milk.
 - h. Safety and security measures appropriate to the clinical learning environment site.
 - i. Accommodations for residents/fellows with disabilities, consistent with the Sponsoring Institution's policy (See GME Accommodation of Disabilities Policy).