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| Policy 1.500 Graduate Medical Education Committee |
| Section Educational Administration |
| Subject Appropriate Treatment of Residents/Fellows |
| Policy Requirements: ACGME Institutional: III.A.; III.B.6 ACGME Common: II.A.4.a). (1); II.B.1.; II.B.2.a); VI.B.1; VI.B.3; VI.B.6. UAMS Administrative Policies 4.4.01, 11.3.07, 11.4.01 GMEC Policy: 1.510 Harassment |
| Version History: Date Developed: 5/2003 Last Review/Revision: 4/2006, 1/2008, 1/2013, 5/2014, 8/2020, 9/2021 Legal Review: 8/2020, 9/2021 |

Purpose

To ensure that University of Arkansas for Medical Sciences (UAMS) College of Medicine (COM) Accreditation Council for Graduate Medical Education (ACGME)-accredited programs provide a professional, respectful and civil environment that is free from unprofessional behavior.

Policy

The Graduate Medical Education Committee (GMEC) has adopted the following UAMS Administrative policies to address appropriate treatment of residents/fellows:

- 1) UAMS Administrative Guide, Policy 4.4.01 Employee Basic Code of Conduct
- 2) UAMS Administrative Guide, Policy 11.3.07 Workplace Violence Prevention Plan
- 3) UAMS Administrative Guide, Policy 11.4.01 Employee/Student Incident/Injury Reporting

Exclusions from this Policy

Specifically, this policy is not intended to include complaints of sexual harassment or complaints of discrimination on the basis of disability, race, color, sex, creed, veteran's status, age, marital or parental status or national origin. The GMEC defers to the UAMS Institutional Policies 3.1.48 (Title IX, Sex Discrimination, Sexual Harassment, Sexual Assault, Sexual Misconduct, Sexual Violence, Stalking, Gender-Based Harassment and Retaliation) and 3.1.10 (Anti-Discrimination) to address these complaints (<http://www.uams.edu/AdminGuide/index.html>). This is outlined in GMEC policy 1.510 Harassment.

Incidents related to Graduate Medical Education (GME) that are covered under UAMS Administrative or Institutional Policies must be reported to the Associate Dean for GME.