

Title: Resident Learning and Working Environment Policy

Reference: ACGME Institutional and Common Program Requirements

Purpose:

This policy details ways in which programs, in partnership with the Sponsoring Institution, ensure a professional, healthy, safe and effective learning and working environment.

Policy:

I. Non-physician Obligations: Sites must not place excessive reliance on residents to fulfill non-physician service obligations. (CPR 6.12.a., IR 2.6.)

- A. All sites must provide support services to reduce resident involvement in non-physician obligations typically performed by nursing, allied health, transport, or clerical staff.
 - a. Examples of such obligations include routine: transport of patients, blood draws, monitoring of patients when off the ward and clerical scheduling of patients.
- B. Programs must ensure manageable patient care duties, especially at the PGY-1 level.
- C. Programs must include efforts to enhance the meaning that each resident finds in the experience of being a physician, including protecting time with patients, providing administrative support, promoting progressive independence and flexibility and enhancing professional relationships.

II. Adequate Resources: While on duty, residents require: (CPR 1.8., IR 3.2.g.5.)

- A. Adequate and appropriate access to food, including access during night duty, though complimentary food is not required
- B. Available, accessible, safe, quiet, clean and private sleep/rest facilities.
- C. Clean and private facilities for lactation that have refrigeration, with proximity appropriate for safe patient care.
- D. Appropriate security and personal safety measures and accommodations for residents with disabilities according to UTRGV policies.

III. Psychological Safety & Reporting: UTRGV, in accordance with non-discrimination policies, must provide a professional, equitable, respectful, and civil environment that is psychologically safe and that is free from discrimination, sexual and other forms of harassment, mistreatment, abuse, or coercion of students, residents, faculty, and staff (CPR 6.12.f., IR 3.2.f.4.).

- A. All residents must have the opportunity to raise concerns, report mistreatment, and provide feedback without intimidation or retaliation and in a confidential manner as appropriate (CPR 2.6.g., IR 3.1.)
- B. All residents have open access to the "[Resident Physician Confidential Concern Reporting Form](#)" which is both confidential and anonymous to the DIO:
- C. Concerns of discrimination or sexual misconduct must be reported to the Office of Title IX and Equal Opportunity: <http://www.utrgv.edu/otixeo>.