

Policy Title	Resident Services
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POLICY	
PURPOSE	The purpose of this policy is to define availability of selected services to residents related to behavioral health, physician impairment, harassment, discrimination, and accommodations for disabilities which must be available for residents in accordance with ACGME Institutional Requirements and Program Requirements.
SCOPE	<p>The policy applies to all MHS-sponsored GME residency training programs, both accredited and non-accredited. The term "resident" refers to all medical graduate trainees (interns, residents, fellows) in all postgraduate GME training programs sponsored by MHS.</p> <p><i>Note:</i> In addition to being subject to specific policies and procedures required by all applicable accrediting bodies, GME residents are also subject to policies and procedures applicable to MHS employees generally and enjoy those benefits of employment applicable to MHS employees of comparable classification.</p>
ACRONYMS	ACGME — Accreditation Council for Graduate Medical Education CAO — Chief Academic Officer CMO (H) – Chief Medical Officer of individual hospitals in MHS CMO (S) – Chief Medical Officer of MHS CPME – Council on Podiatric Medicine DIO — Designated Institutional Official GMEC — Graduate Medical Education Committee MHS — Memorial Healthcare System OAA – Office of Academic Affairs PD — Program Director RRC — Resident Review Committee
DEFINITIONS	N/A
PROCEDURES	<ol style="list-style-type: none"> <i>Behavioral Health</i> – Residents who elect to participate in an MHS employee medical insurance plan (“Health Plan”) have access to confidential counseling and behavioral health services through the Health Plan. If the resident elects to be covered by a non-MHS Health Plan, he/she should ensure that behavioral health coverage is included in the alternate plan. The resident and his/her dependents are eligible to access counseling services through the Employee Assistance Program (EAP) regardless of whether the resident has elected to participate in an MHS Health Plan. <i>Wellness Program</i> – Residents will have full access to MHS’s physician wellness program including but not limited to education related to burnout, access to integrative medicine specialists, stress relieving programs available to physicians, and other activities that may be included in the MHS Wellness Program. <i>Physician Impairment</i> – Residents will follow the guidelines set forth by the MHS HR Drug Free-Workplace Program E-17 and the Standard Practice, Employee Recovery Program E-31.

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	<p>4. <i>Anti-Harassment</i> – Residents will follow the guidelines set forth by the MHS Anti-Harassment Policy E-19.</p> <p>5. <i>Discrimination</i> – Residents will follow the guidelines set forth by the MHS Employee Relations Policy P-01. Title VI of the Civil Right Act of 1964 as amended prohibits discrimination on the basis of race, color or national origins in programs or activities receiving federal financial assistance. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive federal financial assistance. All faculty and trainees complete regular anti-discrimination and conflict resolution trainings in Aspire.</p> <p>6. <i>Accommodations for Disabilities</i> – Residents will follow the guidelines set forth in MHS HR Policy E-06 Equal Employment Opportunity and E-24 Reasonable Accommodation. These policies prohibit discrimination based on disability and provide access to reasonable accommodations in accordance with applicable laws and regulations.</p>
REFERENCES	ACGME Institutional Requirements effective July 2022 ACGME Common Program Requirements effective July 2020 ACGME Program Specific Requirements – most recent as per RRC specialty GME – Provision of Resident Contract MHS – Harassment MHS – Reasonable Accommodation MHS – Anti-Retaliation MHS – Employee Recovery Program MHS – Drug Free Workplace Policy
ORIGINAL ISSUE DATE	May 5, 2015
REVIEW/REVISION DATES	May 2024
POLICY OWNER	Office of Academic Affairs If any of the statements contained in this policy conflict with any verbal statements or agreements made by any representatives of MHS, then the statements contained in this policy shall control the outcome of any such conflict. Memorial reserves the right to modify this policy in whole or in part, at any time, at the discretion of the Healthcare System or as required by applicable law, regulation, or governing/accrediting body. Employees who have questions regarding information contained in this policy should contact the Office of Academic Affairs.

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POLICY OWNER CONT.	This policy is intended to supplement standard MHS Human Resources (“HR”) policies. To the extent that this policy conflicts with any MHS HR policy, the standard HR policy shall govern and control.
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