



NOTHING CONTAINED IN THIS POLICY OR IN ANY OTHER POLICY CREATES A CONTRACT RIGHT. CONSISTENT WITH SOUTH CAROLINA LAW, ALL TEAM MEMBERS ARE EMPLOYED "AT WILL," WHICH MEANS THAT THE TEAM MEMBER HAS THE RIGHT TO TERMINATE HIS OR HER EMPLOYMENT AT ANY TIME, WITH OR WITHOUT NOTICE OR CAUSE, AND THAT PRISMA HEALTH AND/OR ITS AFFILIATED ENTITIES RETAIN THE SAME RIGHT.

PROFESSIONALISM

Approved Date: 05/24/2021	Effective Date: 07/01/2021	Review Date: 07/01/2023
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Scope: (Check which locations apply to this policy)

Prisma Health-Midlands		Prisma Health-Upstate	
X	Prisma Health Baptist Hospital	X	Prisma Health Greenville Memorial Hospital
X	Prisma Health Baptist Parkridge Hospital	X	Prisma Health Greer Memorial Hospital
X	Prisma Health Richland Hospital	X	Prisma Health Hillcrest Hospital
X	Prisma Health Tuomey Hospital	X	Prisma Health Laurens County Hospital
X	Prisma Health Children’s Hospital-Midlands	X	Prisma Health Oconee Memorial Hospital
X	Prisma Health Heart Hospital	X	Prisma Health North Greenville Hospital
X	PH USC Medical Group	X	Prisma Health Patewood Hospital
x	Provider based facilities associated with Prisma Health-Midlands hospitals	X	Prisma Health Surgery Center - Spartanburg
		X	Prisma Health Marshall I. Pickens Hospital
		X	Prisma Health Children's Hospital-Upstate
		X	Prisma Health Roger C. Peace Hospital
		X	Prisma Health Baptist Easley Hospital
		X	University Medical Group UMG/PIH
		x	Provider based facilities associated with Prisma Health-Upstate hospitals

Policy Statement:

Residents are responsible for demonstrating a commitment to carry out professional responsibilities and an adherence to ethical principles in order to meet the obligations of his or her patients, communities, the profession, and adhere to ACGME professionalism requirements. Program-specific learning objectives relating to professionalism must be accomplished through an appropriate blend of supervised patient care responsibilities, clinical teaching, and educational events. These objectives should not be accomplished by requiring residents to fulfill excessive non-physician obligations and should ensure manageable patient care responsibilities. Programs must provide a professional, respectful, and civil environment free from mistreatment, abuse, or coercion of students, residents, faculty, and staff. Residents are expected to follow Prisma Health’s behavioral expectations.

Associated Policies and Procedures:

- Academic and Professional Improvement of Residents
- Dismissal of Residents/Fellows
- Grievance and Due Process
- Impairment
- Prisma Health Standards of Behavior

Definition(s):

Professionalism: the competency, skill, and behavior of a resident/fellow in training at a Prisma Health facility that is evident in his/her relationships with others in the clinical and non-clinical working environment

Procedural Steps: (Provide an explanation for procedural need statement)

The system, with its residency/fellowship programs, encourages a culture of professionalism that supports

- Patient safety and personal responsibility
- Education for residents/fellows and faculty on professional responsibilities of physicians
- Education for residents/fellows and faculty regarding their obligation to be rested and fit for patient care
- Education of residents/fellows and faculty regarding unprofessional behavior and a confidential process for reporting these behaviors

The system provides mechanisms for education and monitoring of residents/fellows pursuit of scholarly work and accurate completion of documentation.

The system monitors the residency/fellowship programs to ensure a professional, respectful, and civil environment exists for trainees. This environment should be free from unprofessional behavior, including mistreatment, abuse, and/or coercion of residents/fellows, other learners, faculty, and staff. Additionally, the system is responsible for making sure the Program Director provides a culture of professionalism that upholds ACGME issues related to professionalism, as required by all residency/fellowship programs.

The system monitors the residency/fellowship programs to ensure that programs maintain policies reflecting a commitment to educating residents/fellows and faculty on professional responsibilities and learning objectives that encompass ACGME requirements of all programs.

Residents/fellows and faculty are expected to demonstrate behaviors as outlined by system expectations, to include:

- Compassion, integrity, honesty, and respect for others (including colleagues, faculty, students, patients, families, staff and guests);
- Altruism and empathy;
- Responsiveness to patient needs that supersedes self--interest
- Respect for patient privacy and autonomy;
- Accountability to patients, society and the profession;
- Sensitivity to a diverse patient population, including but not limited to diversity in gender, age, culture, race, religion, disabilities, and sexual orientation;
- A continuing commitment to excellence.

References:

ACGME Institutional Requirements III.B.6.
ACGME Common Program Requirements VI.B.

Appendices/Form(s): (Insert as links)

None

Program Director Signature(s) and Date: