

## GRIEVANCES

Residents may raise and resolve issues without fear of intimidation or retaliation. Grievances related to the work environment or non-academic issues concerning the program or faculty can be addressed by discussing problems with a chief resident, program director, departmental chair, or resident members of the GME Committee and individual program education committees. The DIO and the chair of the Graduate Medical Education Committee maintain an open door policy. The annual resident town hall seminar encourages residents to communicate and exchange information and provides an opportunity to address concerns directly with institutional senior leadership. Residents may also submit comments or concerns anonymously through the Resident Comment Form on the GME website:

[http://www.utmem.edu/GME/resident\\_comment-eval.php](http://www.utmem.edu/GME/resident_comment-eval.php).

Grievances regarding academic or other disciplinary actions are processed according to the Graduate Medical Education Academic Appeal policy available on the GME website. Individual programs may have more extensive grievance policies and procedures and will make them available to all residents and faculty.

Any complaints of illegal discrimination are processed in accordance with the University's EEO/Affirmative Action policies and should be directed to the Office of Equity and Diversity, 920 Madison Avenue, Suite 420; 901-448-2112.