

Professional Conduct

House officers are expected to maintain a high level of professional conduct. Professionalism is one of the six clinical competencies in which residents must demonstrate proficiency in order to successfully complete residency. Professionalism includes maintaining a professional appearance as well as demonstrating a high standard of moral and ethical behavior. Some examples of expected behavior that should be maintained throughout a physician's career are listed below. Also please see policies related to professionalism on the UT GME website (<http://www.utmem.edu/gme>) under Code of Conduct, Disciplinary Actions, and Personnel Policies (Disciplinary Actions).

Communication:

- Discuss treatment plans or changes in status with patients and families daily
- Personally call all consultants at the time the consult order is written
- Call the patient's primary care provider upon admission and discharge and send a copy of the discharge summary to the physician's office
- Discuss issues concerning patient management with fellow colleagues personally and in a professional manner. Do not write inflammatory or disparaging remarks about colleagues in the chart.
- Notify the appropriate personnel including hospital paging operators immediately about any call schedule changes

Confidentiality:

- All residents and staff must comply with federal HIPPA guidelines. GME requires all housestaff to complete an online course documenting knowledge of the policy.
- Respect patient privacy at all times. Avoid using patients' names and personal information in public places. Shred all documents with personal information, including patient census lists.

Honesty:

- All information written in the chart and presented on rounds must be accurate and true. Any medical errors or adverse patient outcomes must be documented honestly and disclosed to the patient and/or family.
- Honesty must be used when taking any program related examination or course.
- Never document conference attendance for another house officer.
- Never lie about being sick.
- Falsification of a document and cheating on an examination are considered gross misconduct and reasons for immediate dismissal.

Appearance:

- Project a professional, confident, and caring image.
- Be well-groomed, professionally attired, and practice good hygiene.

Dedication:

- Possess a sound work ethic
- Judiciously use the back-up call system
- Follow a diligent reading regimen
- Ensure proper follow-up of inpatient and outpatients
- Develop a good working relationship with colleagues and consultants
- Teach fellow residents and medical students
- Comply with the 80 hour work week and 30 hour continuous duty rule
- Always be on time.
- Promptly respond to all pages.

Respect:

- For all hospital and UT employees regardless of position
- For all patients and their families
- Respond sensitively to patients' and co-workers culture, age, gender, and disabilities