
EFFECTIVE DATE: 10/11/2023

POLICY & PROCEDURE TITLE:
Resident/Fellow Services Policy and Procedure

REVIEW BY: 10/11/2025

PURPOSE:

SMMC is committed to providing resident/fellow services in compliance with ACGME Institutional Requirement IV.H which states:

1. Behavioral Health: The Sponsoring Institution must provide residents/fellow with access to confidential counseling and behavior health services (Core)
2. Physician Impairment: The Sponsoring Institution must have a policy, not necessarily GME-specific, which addresses physician impairment. (Core)
3. Harassment: The Sponsoring Institution must have a policy, not necessarily GME-specific, covering sexual and other forms of harassment, that allows residents/fellows access to processes to raise and resolve complaints in a safe and non-punitive environment consistent with applicable law and regulations. (Core)
4. Accommodation for Disabilities: The Sponsoring Institution must have a policy, not necessarily GME-specific, regarding accommodations for disabilities consistent with all applicable laws and regulations. (Core)

POLICY:

It is the policy of SMMC to provide all residents/fellows with access to confidential emotional support, personal counseling, evaluations and referrals for resident/fellows experiencing emotional distress, symptoms of mental illness or substance abuse. This effort reflects the concern of SMMC for the total well-being of its House Staff and recognized the relationship between the emotional and physical health of the resident/fellow and his/her ability to provide the best possible care.

Any resident/fellow will be offered any needed counseling services at their own request or as identified by the Program. The Office of Graduate Medical Education will be available to facilitate such referrals.

Mandated referrals for counseling or administrative evaluation will be made in conjunction with the Office of Graduate Medical Education. Confidential counseling currently is available to all colleagues including resident/fellows through the Employee Assistance Program – Spring Health.

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Hospital Legal Counsel and the Chief Medical Office are available for consultations concerning issues involving the rights and responsibilities of the resident/fellow so as to minimize the impact on their professional training and careers.

The following policies are in effect currently at SMMC:

Impaired Practitioner

Professional Practice

Harassment (Sexual and nonsexual)

Equal Employment Opportunity and American Disabilities

RESPONSIBLE DEPARTMENT

Further guidance concerning this procedure may be obtained from Graduate Medical Education.

REFERENCES:

ACGME Institutional Requirements - Approved June 9, 2013; with

ACGME approved focused revision: September 28, 2014; effective July 1, 2015