

CalLEN-LORDE

Callen-Lorde Internal Medicine Residency: Resident and Faculty Member Well-Being Policy

1. Purpose

- 1.1. In accordance with the ACGME Institutional Requirements, the Callen-Lorde Health Center ("Callen-Lorde") Internal Medicine Residency must have a policy regarding resident and faculty member well-being.
- 1.2. The Callen-Lorde Internal Medicine Residency must follow ACGME Program Requirements for Internal Medicine Section VI.C. and VI.D. that describes the measures internal medicine residency programs must take to foster resident and faculty member self-care and responsibility.

2. Well-Being

- 2.1. The program must pay attention to scheduling, work intensity, and work compression that impacts resident well-being; evaluate workplace safety data and address the safety of residents and faculty members; and develop policies and programs that encourage optimal resident and faculty member well-being.
- 2.2. The program must educate residents and faculty members in identification of the symptoms of burnout, depression, and substance use disorders, suicidal ideation, or potential for violence, including means to assist those who experience these conditions; recognition of these symptoms in themselves and how to seek appropriate care; and access to appropriate tools for self-screening.
- 2.3. The program must provide residents access to confidential, affordable mental health assessment, counseling, and treatment, including access to urgent and emergent care 24 hours a day, seven days a week.
- 2.4. Residents must be given the opportunity to attend medical, mental health, and dental care appointments, including those scheduled during their working hours.
- 2.5. The program must allow an appropriate length of absence for residents unable to perform their patient care responsibilities.
- 2.6. The program must have policies and procedures in place to ensure coverage of patient care and ensure continuity of patient care.
- 2.7. No resident shall endure negative consequences for being unable to perform clinical work.
- 2.8. Residents should proactively practice self-care, devote sufficient time to resting outside of work to be prepared for work, recognize impairment in themselves and other team members, and report work hours honestly.

CalLEN-LORDE

3. Fatigue Mitigation

- 3.1. The program must educate all residents and faculty members in recognition of the signs of fatigue and sleep deprivation, alertness management, and fatigue mitigation processes.
- 3.2. The program must ensure adequate sleep facilities and safe transportation options for residents who may be too fatigued to safely return home.