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| <b>GME Policy #:<br/>II-D</b> | <b>Graduate Medical Education Policy &amp; Procedures<br/>University of Pennsylvania Health System</b> | <b>Page 1 of 2</b><br>Effective: 07-01-18 |
|                               | <b>Subject: House Staff Code of Conduct</b>  |   |

## POLICY

### GENERAL

House Staff should strive for excellence in all aspects of patient care delivery, learning, and teaching. This implies professional demeanor and conduct both in direct patient care and in communication with family members and other health care professionals and support staff.

It is expected that wherever house staff are on duty that courtesy, respect and collaboration will characterize the environment. It is the responsibility of all house staff, as well as faculty, to participate in the creation and maintenance of this environment.

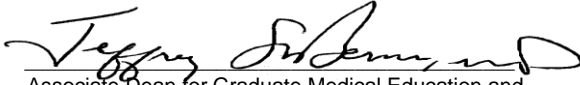
House Staff must be properly attired and appropriately groomed for their patient care roles. Access to, usage and proper maintenance of scrubs, lab coats and similar attire shall follow hospital and/or departmental regulations. Special accommodations may be made for trainees whose cultural and/or religious beliefs require certain types of attire. House Staff must wear official identification at all times when interacting with patients, and while on University of Pennsylvania Health System (UPHS) property.

Maintenance of patient confidentiality is an integral part of good clinical care. A discussion of patient-specific information within hearing of other patients or visitors violates patient confidentiality and may lead to medical-legal problems. Confidential information, including information in the hospitals' computer systems, will only be released to authorized persons. No member of the house staff should falsify institutional or personnel records.

### Statement on Professionalism

In addition to guidance provided by the Accreditation Council for Graduate Medical Education (ACGME) concerning the general competency of "professionalism," house staff, as well as faculty, are encouraged to consider the importance of principles provided via a summary statement on medical professionalism provided by the American College of Physicians (2002):

- *Principle of primacy of patient welfare.* This principle is based on a dedication to serving the interest of the patient. Altruism contributes to the trust that is central to the physician-patient relationship. Market forces, societal pressures and administrative exigencies must not compromise this principle.

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- *Principle of patient autonomy.* Physicians must have respect for patient autonomy. Physicians must be honest with their patients and empower them to make informed decisions about their treatment. Patients' decisions about their care must be paramount, as long as those decisions are in keeping with ethical practice and do not lead to demands for inappropriate care.
- *Principle of social justice.* The medical profession must promote justice in the health care system, including the fair distribution of health care resources. Physicians should work actively to eliminate discrimination in health care, whether based on race, gender, socioeconomic status, ethnicity, religion, or any other social category.

House Staff should also be familiar with the UPHS Professionalism and Standards of Conduct policy #2-05-27.

### **Organizational Ethics**

Reference is also made to HUP/CPUP Policy #1-12-10, whereby the principles of organizational ethics are also fully explained. House Staff are required to sign a GME Professionalism Pledge every year. See Appendix A: See attached or as may have been modified by the individual training Program.

### **SCOPE**

This policy applies to all trainees participating in UPHS sponsored Graduate Medical Education (GME) training programs.

### **IMPLEMENTATION**

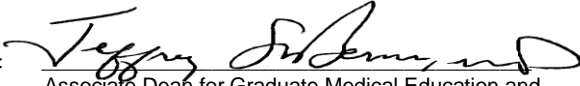
The implementation of this policy is the responsibility of the Designated Institutional Official (DIO), Graduate Medical Education Committee (GMEC), Associate Dean for GME, the Office of GME, Department Chairs and Program Directors.

### **PROCEDURE**

Procedures are as described above.

#### **Disclaimer**

Any printed copy of this policy is only as current as of the date it was printed; it may not reflect subsequent revisions. Refer to the on-line version for most current policy. Use of this document is limited to University of Pennsylvania Health System workforce only. It is not to be copied or distributed outside the institution without administrative permission."

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