

**Yale-New Haven Medical Center  
Housestaff Association  
Tenets of Community Behavior**

As a community of individuals with the common undertaking of caring for patients, we feel there are principles of behavior toward which we all should strive. These ideals form an honor code of professionalism.

- 1) **Excellence in Patient Care.** We must continually strive to provide compassionate, wise and skillful patient care through self-education, skill and technique development, comprehensive attention to patients, responsible history taking and examination, respect of patients' cultural and societal differences and preferences and provision of emotional support. This also includes respect of patient autonomy, adherence to hospital policy, and awareness of counter-transference.
- 2) **Individual Well Being.** In order to deliver excellent patient care, we have a responsibility to ensure our own physical, mental, emotional and spiritual health. This includes eating well, sufficient rest, and avoidance of intoxicants and dangerous substances, adequate stress relief, devotion to personal relationships and worship or other spiritual fulfillment.
- 3) **Role as Physicians in Training.** Since our attending physicians bear final responsibility for the care of our patients, we must learn from their experience, keep them informed, follow out their plans, and document their involvement in care.
- 4) **Interpersonal relations.** As members of a community, we must treat each other with courtesy, respect, and professionalism. This involves recognizing the authority of senior residents, and fair supervision and assignment of duties to junior residents. Consultations between specialties must be conducted with the same professionalism, which involves timely and truthful communication between teams, and respect of the primary specialty's role to plan care and communicate this to patients. As members of a community, we must safeguard against dangerous situations for other residents, or ourselves and to amend such a situation if we find one.
- 5) **Education.** As trainees we have a responsibility to strive for the best education and professional development possible in ourselves and in our community of educators and students, as well as to develop skills for a life-long learning.
- 6) **Assignment of duties.** Working hours, duties, patient responsibilities, free time, and vacations must be assigned in a manner that allows for safe working conditions, adequate rest, and an acceptable burden of patient care and activity for residents. The assignment of duties must also provide an experience that is sufficiently varied and challenging to maximize the educational experience of residency. In times of high demand, residents should exercise a spirit of cooperation to share duties in a manner that ensures patient safety. Schedules must be produced, documented, and distributed in a timely manner that allows for easy identification of responsibilities and a manner of adjusting for schedule changes.
- 7) **Scholarly Activities.** Scientific and clinical research is highly encouraged, and we should strive for an environment that provides dedicated support for resident research.
- 8) **Medical Students.** We have a role in the education of medical students. We must accept responsibility for their role in the care of our patients and must assign them duties that function to further their education and development. Medical students must be treated with respect and be given timely evaluation and feedback.
- 9) **Community service.** We recognize that we are a part of the Greater New Haven community and provide a valuable service. We must contribute to this community and foster good community relations.
- 10) **Abuse.** Abuse or harassment of any kind must not be tolerated. This includes abuse or harassment of a physical, verbal, emotional, or sexual nature. We are responsible for providing for an abuse-free environment. It is insufficient to merely refrain from this behavior in ourselves, we must stamp it out whenever we find it.

REV 2/2000

## **Section V: Responsibilities of the House Staff**

### **Annual PPD**

Annual TB skin testing is due during each House Officer's birth month. This is mandatory testing and failure to comply will result in inability to work.

### **Clinical Computing Systems**

In order to access computer-based patient information, Medical Staff members must sign a statement of confidentiality and agree to protect their personal sign-on codes from disclosure. The Hospital considers the sharing of sign-on codes to be a very serious matter, equivalent to the forging of a prescription. Therefore, you must not sign on to CCSS and then permit another person to enter orders in your absence.

### **Computer Based Training on Universal Precautions, Bloodborne Pathogens, etc.**

Residents are required to complete yearly training for the OSHA/Joint Commission for Accreditation of Hospital Organizations/YNHH mandated requirements. Training can be completed using any computer with access to the internet.

### **Pre-Employment Physical Exam**

All new members of the House Staff are required to have a physical examination in the Personnel Health Service when they commence service. This includes a brief medical history, physical examination, testing for substance abuse, PPD, measles titer and other tests as indicated. At the time of the initial physical examination, a unit chart is made up which is maintained in the Personnel Health Service area throughout the duration of the house officer's tenure. Yale-New Haven Hospital requires mandatory drug testing for new employees. Failure to submit to such testing will disqualify a person from employment.

### **LEAVE OF ABSENCE: ??**

### **SICK LEAVE ??**

### **Statement of Resident Responsibilities**

The goal of the residency-training program is to provide residents with an extensive experience in the art and science of medicine in order to achieve excellence in the diagnosis, care, and treatment of patients. To achieve this goal the resident agrees to do the following:

1. Assume responsibilities for the safe, effective, and compassionate care of patients under supervision of department chair or his/her designee and consistent with the resident level of experience and education as explicitly described in the program's curriculum.
2. Participate fully in the educational and scholarly activities of the residency program and, as required assume responsibility for teaching and supervising other residents and medical students.
3. Develop and participate in a personal program of self-study and professional growth with guidance from teaching staff.

4. Participate in institutional programs, committees, councils, and activities involving the medical staff as assigned by the program director, and adhere to the established policies, procedures and practices of the sponsoring organization and its affiliated institutions.
5. Participate in the evaluation of the program and its faculty
6. Develop an understanding of ethical, socioeconomic, and medical legal issues that affect practice of medicine.
7. Provide the most cost-effective, medical care possible.
8. Perform satisfactorily and to the best of his/her abilities the customary duties and obligations of the training programs as established by the program, the Statement of Resident Responsibilities or in other departmental documents, including keeping charts, records and reports up to date and signed at all times.
9. Abide by the hospital policies and procedures and the hospital's medical staff bylaws, rules and regulations insofar as they are applicable to Residents. Such policies include hospital policies on sexual harassment, non-discrimination, physician impairment, substance abuse, discipline and grievances. Copies of these policies are in this handbook.
10. Comply with the credentials verification procedure, including:
  - a. Documentation of identity and right of work as defined by 1986 Immigration Reform and Control Act.
  - b. Provision of necessary documentation to enable the Hospital to obtain a permit for the Resident to practice medicine and to establish the right to work.
  - c. Proof of compliance with immunization policy.
  - d. Completion of the Hospital's application for the appointment to the House Staff listing all information requested and returning to the House Staff Office on a timely basis such that the hospital can verify it prior to start date.
11. Ensure that his/her off duty activities do not compromise his/her ability to perform work at the best of his/her abilities.
12. Refrain from seeking or accepting remuneration from patients or payers for services rendered within the scope of the resident or fellowship training.