Purpose/intent: Sponsoring institutions must establish and implement policies and procedures regarding educational and work environment. Services must be provided and the health care delivery system developed to minimize residents’ work that is extraneous to their GME programs educational goals and objectives. The institution must ensure a healthy and safe work environment and have policies related to vendors and non-competition (Institutional requirements II.F, IV.K, IV.L).

Policy Summary: Several policies related to work environment are discussed in detail in other policies. Others are discussed here:

1. Harassment and resident complaints and concerns: refer to separate policy.
2. A resident forum will meet regularly to communicate and exchange information on their educational and work environment, their specific programs, and any issues identified by residents. This forum is allowed to meet without faculty, DIO, or administrators.
3. Refer to Supervision and Duty hour policies for issues of fitness for duty, fatigue, transitions in care, and safety.
4. Each participating site will provide appropriate services to minimize work that is not educational in nature and does not meet the goals of each residency program. These include:
   A. Patient support services including phlebotomy, peripheral intravenous access placement, laboratory and patient transport services. Such services must meet quality patient care standards.
   B. Laboratory and radiology services are available to support timely and quality patient care.
   C. Medical records are available at all times to support patient care, education and scholarly activity, and quality improvement activities.
5. Each participating site will provide for a healthy and safe work environment. These include:
   A. Food services are available 24 hours a day while residents are on duty, either through a cafeteria or appropriate vending machines.
   B. Call/sleep rooms that are safe, quiet and private are available.
   C. Appropriate security and safety measures are provided in all clinical and educational locations. Security assistance is provided as needed and security escorts are available for parking lots and ramps.
6. If residents are too fatigued to return safely home following clinical care responsibilities, the following options are available:
   A. Osceola: money for taxi
   B. Orlando VAMC: Transportation arranged by Administrative Officer of the Day
   C. Other: Call rooms are available for residents to take naps prior to returning home
7. Behavioral health: Residents will have access to counseling services. See policy regarding counseling.
8. Impaired physicians: Refer to separate policy on impaired physicians.

UCF Policies for Resident Work Environment
Version 1.0 Approved by GMEC: August 14, 2012
Version 2.0 Approved by GMEC: September 10, 2013
9. Industry vendors: Residents and faculty will comply with the UCF College of Medicine Industry Relations Policy and Guidelines. If any participating hospital has a more stringent policy regarding vendors, these will also apply when residents are assigned to that location.

10. Non-competition: Neither UCF nor the participating hospitals will require a resident or fellow to sign a non-competition guarantee or restrictive covenant.