



UCF/HCA GME Consortium Policy on Amorous Relationships



Purpose/Intent: To summarize the policy regarding consensual amorous relationships, including spousal relationships, between faculty or supervisors as defined below and trainees as defined below in UCF College of Medicine (COM)/HCA Graduate Medical Education (GME) consortium programs.

Policy summary: Amorous and spousal relationships need to be appropriately managed when they involve a trainee since they are in a subordinate relationship with a faculty member and/or supervisor.

Procedures:

1. Interactions between trainees and faculty or other supervisors must be guided by professional ethics and university conflict of interest policies. When one individual has supervisory or evaluation authority over another, an amorous relationship may be viewed as disruptive to program activities, providing an individual with preferential treatment or exploitative.
2. Definitions:
 - a. Faculty: Include employed, core, affiliate, and volunteer faculty;
 - b. Chief residents: instructor and supervising resident, equated to Faculty status for the purposes of this policy;
 - c. Trainees: Include residents, fellows, medical students, and other learners;
 - d. Residents/fellows: Appointed to UCF COM/HCA GME sponsored programs:
 - i. Senior resident/fellow: While not considered faculty, residents/fellows at a higher level than junior faculty may also teach, supervise and occasionally evaluate more junior residents and students;
 - ii. Junior residents: Usually considered PGY1 and PGY2 level;
 - e. Students: Students enrolled in a COM module, elective, clerkship
 - f. Relationship: Includes marriages and consensual sexual, amorous and romantic relationships.
3. Individuals cannot pursue or be in a Relationship with anyone they will evaluate or for whom they will make promotion, disciplinary, or salary decisions.
4. It is understood that individuals who are married or in amorous relationships may occasionally work together to care for patients; however, this policy prohibits anyone in a Relationship from evaluating the other individual. Similarly, while one individual in a Relationship may provide teaching activities involving the other individual in the Relationship, the policy prohibits any evaluation component. The program director or designee will take responsibility for any evaluations in the event of a conflict.
5. Individuals involved in a Relationship with another must recuse themselves from discussions related to the trainee's participation in the GME program (example: must leave the room during Clinical Competency Committee meeting).
6. All Individuals at any level (Trainees and Faculty) should recuse or opt out of any evaluations that involve the other individual in a Relationship (example: 360 evaluations of other residents in program).
7. Violations should be reported to the local or consortium GME office, the program leadership, or UCF human resources.

8. If a violation is noted, the individuals involved will not be allowed to participate in any evaluations or supervisory activities in the future, and any past evaluations may be investigated. Individuals involved may be subject to notes of concern in his/her personnel file or more serious disciplinary actions.