

UCF/HCA Florida Healthcare GME Familial and Amorous Relationships Policy

Purpose/Intent: To summarize the policy regarding familial and consensual amorous relationships, including spousal relationships, between Physician Learners (as defined below) and employees, faculty or supervisors (see definition below), of UCF or HCA Healthcare involved in the UCF/HCA Florida Healthcare Graduate Medical Education (GME) consortium programs.

Policy summary: Relationships that may include a supervisory or subordinate relationship with another physician learner, student, faculty member and/or supervisor, or employee need to be appropriately managed.

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. Physician Learner: 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.
- g. Relatives: Includes those within these categories who are referred to as adopted, step-, foster, grand-, half-, in-law, spouse of, or great-:
 - i. Parent
 - ii. Child
 - iii. Sibling
 - iv. Uncle or aunt
 - v. first cousin
 - vi. nephew or niece
 - vii. spouse, domestic partner, significant other

Procedures:

1. Interactions between physician learners and faculty or other supervisors must be guided by professional ethics and university and/or hospital conflict of interest policies. When one individual

has supervisory or evaluation authority over another, a familial or amorous relationship may be viewed as disruptive to program activities, providing an individual with preferential treatment or exploitative.

2. Individuals may work together to care for patients but cannot evaluate or make promotion, disciplinary, or salary decisions for any Physician learners who are relatives or those with whom they have an amorous relationship.
3. When teaching activities involve evaluation of a Relative, the program director or designee will take responsibility for any such evaluations.
4. Individuals who are relatives or involved in a Relationship with another must recuse themselves from evaluations and discussions related to a physician learner's participation in the GME program (examples: must leave the room during Clinical Competency Committee meeting, 360 evaluations of other residents in program).
5. Violations of this policy need to be reported to the local or consortium GME office, the program leadership, or UCF COM human resources, and the violators will not be allowed to participate in any evaluations or supervisory activities in the future, their past evaluations may be investigated and they may be subject to notes of concern or more serious disciplinary actions