

Policy #: 007.002
Policy Title: Trainee Services
Sponsor: David Brown, MD; DIO
Approved by: Graduate Medical Education Committee

Purpose

Florida International University (FIU) has adopted the following policy to describe trainee services.

This policy addresses Accreditation Council of Graduate Medical Education’s (ACGME) Institutional Requirement *IV.I. Resident Services: IV.I.1. Behavioral Health: The Sponsoring Institution must provide residents/fellows with access to confidential counseling and behavioral health services. IV..2. Physician Impairment: The Sponsoring Institution must have a policy, not necessarily GME-specific, which addresses physician impairment. IV.I.3. Harassment: The Sponsoring Institution must have a policy, not necessarily GME-specific, covering sexual and other forms of harassment, that allows residents/fellows access to processes to raise and resolve complaints in a safe and non-punitive environment consistent with applicable laws and regulations. IV.I.4. Accommodation for Disabilities: The Sponsoring Institution must have a policy, not necessarily GME-specific, regarding accommodations for disabilities consistent with all applicable laws and regulations. IV.I.5. Discrimination: The Sponsoring Institution must have policies and procedures, not necessarily GME-specific, prohibiting discrimination in employment and in the learning and working environment, consistent with all applicable laws and regulations.*

Definitions

Harassment: Is any threatening, insulting, or dehumanizing gesture, use of data or computer software, or written, verbal or physical conduct against a person that results in reasonable fear of harm to that person or their property. Referenced in FIU Policy 1710.343

Discrimination Actions: This means regular and repeated action, language, or things displayed around the workplace that unreasonably interfere with job performance or create an intimidating, hostile or offensive work environment. A hostile environment may include:

1. Sexual pictures, calendars, graffiti or objects.
2. Offensive language, jokes, gestures or comments.

Any of the above conduct or other offensive conduct directed at individuals because of their race, national origin, religion, disability, pregnancy, age, or military status is also prohibited.

Discrimination: Treating any member of the University community differently than others are treated based upon race, color, sex, pregnancy, religion, age, disability, national origin, marital status and/or veteran status. Referenced in Regulation FIU-106.

Background

FIU in accordance with applicable laws and the requirements of accrediting agencies provides trainees with support services to maintain their well-being, accommodate disabilities,

and provide access to processes to raise and resolve complaints in a safe and non-punitive environment.

Policy

This policy serves to ensure that the Florida International University addresses the well-being of its trainees, including but not limited to:

1. Confidential counseling and other behavioral health services
2. Physician impairment
3. Harassment
4. Accommodation for disabilities

Procedure

Confidential Counseling and Other Behavioral Health Services

All FIU employees have access to the Office of Employee Assistance (OEA), which provides free confidential professional assistance to help employees and their families resolve personal problems that affect their lives or job performance. The OEA serves to enhance the quality of life of FIU faculty and staff, improve personal effectiveness, and to create a healthier campus community by providing mental health assessments, brief interventions and/or referrals, small group facilitations, crisis responses, and customized educational and training programs.

The OEA carefully adheres to professional standards of ethics and confidentiality. Appointments and services are confidential to the fullest extent permitted by law. Legal exceptions are fully discussed in the initial consultation session. Except when legally mandated to breach confidentiality, no information is released without the specific, written consent of the individual. Information maintained by the OEA staff is not part of, or accessible by any other university record system. The OEA operates with scheduled appointments and does not communicate personal information via e-mail without specific, written consent of the individual, as we cannot assure the confidentiality of that medium.

The Faculty & Staff Behavioral Intervention Team (FASTeam) is a hybrid of a behavioral intervention team and a threat assessment team. The FASTeam combines expertise in the areas of law enforcement, mental health, disability services, academic affairs, employee and labor relations, employment law and emergency management. The FASTeam addresses trainee concerns that are acute in nature.

Physician Impairment and Substance Abuse

The OEA offers free, online, anonymous mental health screenings for a number of different emotional conditions such as depression, anxiety, eating disorders, post-traumatic stress disorders, bipolar disorder, and substance abuse.

FIU is responsible for providing a safe working environment for its trainees. It is also responsible for assuring the safety of patients as well as those who work around them and ensuring that trainees are physically and mentally capable of performing their clinical and educational duties. All trainees must undergo substance abuse testing as a condition of the appointment process. Continued participation as a trainee in the Primary Care Internal Medicine Residency Program is contingent upon participation in as well as the results of the

substance abuse testing conducted at the request of the program, prior to, or at any point during employment.

FIU is a Drug Free Workplace. Violations can result in disciplinary action up to and including termination. A violation may also be reason for evaluation and treatment of a drug and/or alcohol disorder or referral for prosecution.

Harassment

Complaints of sexual or other forms of harassment will be handled in accordance with FIU Policy 1710.343, Workplace Violence.

Accommodations for Disabilities

FIU is committed to providing access to applicants and employees with disabilities. To that end, FIU will provide reasonable accommodations in the workplace for qualified individuals with disabilities, unless to do so would result in an undue hardship to FIU and participating sites or would pose a direct threat to the health or safety of employees or patients of FIU and other participating sites. Requests for accommodations for trainees with disabilities will be handled in accordance with the Americans with Disabilities Act of 1990 and its amendments.

Discrimination

FIU affirms its commitment to ensure that each member of the university community shall be permitted to work in an environment free from any form of illegal discrimination, including race, color, sex, pregnancy, religion, age, disability, national origin, marital status, and veteran status. The university recognizes its obligation to work towards a community in which diversity is valued and opportunity is equalized. FIU-106 is a regulation that establishes procedures for an applicant or a member of the university community (faculty, staff, affiliated third parties, and/or student) to file a complaint of alleged discrimination or harassment. It shall be a violation of the regulation for any member of the university community to discriminate against or harass any member of the university community or applicant. Discrimination and harassment are forms of conduct that shall result in disciplinary or other action as provided by the Regulations/policies of the university. Regulation FIU-106 provides for prompt and equitable resolution of reports of discrimination, harassment, and retaliation.

Related Policies

FIU Policy 1710.343: Workplace Violence, Regulation FIU-106: Nondiscrimination, Harassment and Retaliation (Title VII), Americans with Disabilities Act of 1990

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