



Professionalism # 032.000

INITIAL EFFECTIVE DATE: 7/9/2026	LAST REVISION DATE: 7/9/2026	RESPONSIBLE UNIVERSITY DIVISION/DEPARTMENT Graduate Medical Education
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POLICY STATEMENT

Florida International University (FIU) Herbert Wertheim College of Medicine, as the Sponsoring Institution, is committed to fostering a culture of professionalism that supports patient safety, ethical conduct, and personal responsibility across all Graduate Medical Education (GME) programs.

Trainee and faculty members are expected to demonstrate professionalism, adhere to ethical principles, and maintain accountability to patients, society, and the medical profession. The institution ensures a respectful, equitable, and safe learning environment free from discrimination, harassment, mistreatment, and unprofessional behavior.

SCOPE

This policy applies to all Trainee, faculty members, and staff participating in FIU-sponsored ACGME-accredited Graduate Medical Education programs.

REASON FOR POLICY

This policy establishes institutional expectations for professionalism in alignment with ACGME Institutional Requirements, ensuring:

- A safe and respectful clinical learning environment
- High standards of ethical and professional conduct
- Systems for education, monitoring, and accountability
- Mechanisms for reporting and addressing unprofessional behavior

DEFINITIONS

TERM	DEFINITIONS
Professionalism	A commitment to ethical principles, integrity, accountability, and respect in patient care and professional interactions



Unprofessional Behavior	Conduct that violates ethical standards or institutional expectations, including discrimination, harassment, abuse, coercion, or failure to meet professional responsibilities
Cultural Humility	Ongoing self-reflection and respect for diverse patient populations and perspectives

ROLES AND RESPONSIBILITIES

Sponsoring Institution (FIU HWCOM)

- Establish and maintain a culture of professionalism
- Provide systems for education, monitoring, and reporting professionalism concerns
- Ensure a safe, respectful, and equitable learning environment
- Maintain confidential processes for reporting and addressing unprofessional behavior

Graduate Medical Education Committee (GMEC)

- Review and oversee institutional compliance with professionalism standards
- Monitor trends and concerns related to professionalism

Program Directors

- Promote and model professionalism within their programs
- Ensure Trainees are educated on professional expectations
- Monitor Trainee compliance and address concerns promptly

Faculty

- Demonstrate professionalism in clinical and educational settings
- Support a respectful and inclusive learning environment
- Report concerning unprofessional behavior

Trainee

- Demonstrate professionalism, integrity, and ethical conduct
- Prioritize patient care needs above self-interest
- Report unsafe conditions or unprofessional behavior
- Maintain accountability to patients, peers, and the profession

POLICY

1. Institutional Commitment to Professionalism

FIU, in partnership with its ACGME-accredited programs, shall provide a culture of professionalism that supports patient safety and personal responsibility.

The institution shall ensure:

- Education on professional and ethical responsibilities
- Monitoring professional conduct and documentation practices
- A respectful, civil, and inclusive environment

2. Professional Learning Environment

Programs must ensure that:

- Learning objectives are achieved without excessive reliance on Trainee for non-physician duties



- Patient care responsibilities remain manageable
- Educational experiences promote meaning in the practice of medicine, including:
 - Protected time with patients
 - Administrative support
 - Progressive autonomy and flexibility

3. Expectations of Trainee and Faculty

Trainee and faculty must:

- Demonstrate responsibility for patient safety and welfare
- Report unsafe conditions and safety events
- Maintain professionalism and adhere to ethical standards

Trainee must demonstrate competence in:

- Compassion, integrity, and respect for others
- Responsiveness that supersedes self-interest
- Cultural humility
- Respect for patient privacy and autonomy
- Accountability to patients, society, and the profession
- Responsiveness to diverse populations
- Personal and professional well-being
- Disclosure and management of conflicts of interest

4. Reporting and Addressing Unprofessional Behavior

The Sponsoring Institution must:

- Provide education on recognizing unprofessional behavior
- Maintain confidential reporting mechanisms
- Ensure timely investigation and resolution of concerns
- Protect individuals from retaliation

Programs should maintain processes to:

- Educate Trainee and faculty on expectations
- Report, investigate, and address concerns effectively

5. Patient-Centered Responsibility

All Trainee and faculty must prioritize patient needs above self-interest, including:

- Recognizing when patient care should be transitioned to another qualified provider
- Ensuring safe, high-quality care at all times

RELATED RESOURCES

[Accreditation Council for Graduate Medical Education Institutional Requirements](#)
[FIU GME Policies and Procedures](#)

Institutional policies on:

- Harassment and discrimination
- [Physician impairment](#)
- Trainee well-being
- [Patient safety and reporting systems](#)

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CONTACTS

Graduate Medical Education DIO

HISTORY

Initial Effective Date: 7/9/2026

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