Fraternization Policy

KEY TERMS: Fraternization, Medical Education, Residents

I. PURPOSE:

The purposes of this policy are to foster professional working relationships and a professional working environment; to ensure consideration is given to the abilities, qualifications and performance of residents, medical students and other personnel; and to establish procedures for avoiding or correcting situations which might result or appear to result in favoritism, preferential treatment or conflicts of interest.

II. SCOPE:

This policy applies to resident and faculty physicians (residents and faculty) in all ACGME accredited post-graduate training programs sponsored by Carilion Clinic (CC) or AOA accredited Carilion-based programs sponsored by the Via Virginia College of Osteopathic Medicine and to medical students are on approved rotations. This policy provides guidelines for the conduct and activities of physicians and medical students when they are at Carilion Clinic (CC) or relating to or arising from their participation in any program or activity at CC.

III. DEFINITIONS:

IV. PROCEDURE:

Standards of Behavior

Residents or faculty involved in a romantic and/or sexual relationship with another resident, medical student or employee, over whom they have supervisory authority or responsibility: (a) must disclose that relationship to and consult with their Program Director, Designated Institutional Official, the Director of Osteopathic Medical Education, or Administrative Director of Medical Education, whichever is appropriate, so that action can be taken to avoid any impropriety, conflicts of interest, favoritism, preferential or unfair treatment or the appearance of any of these negative circumstances and (b) must not evaluate the performance of the other person or make any recommendation affecting that person's position or status including, and without limitation, any recommendation about the other person's compensation, promotions or assignments. Program Directors should notify the

Designated Institutional Official, the Director of Osteopathic Medical Education, or Administrative Director of Medical Education of any personal disclosures.

Responsive Action

When a faculty member or resident is involved in a romantic and/or sexual relationship with a resident, medical student or other employee over whom he or she has supervisory authority or responsibility, CC may take such action as it deems appropriate including, transferring or reassigning the involved physician(s) to other positions or placements or changing the responsibilities or authority.

Fraternization with Patients

Romantic and/or sexual relationships with patients are forbidden. Using information contained in the medical record to contact a patient for the specific purpose of establishing a personal relationship is a violation of the CC policy, "Confidentiality of Patient Information."

In the event that a personal relationship existed prior to admission/treatment and/or develops as a result of an outside, non-work related meeting after treatment or care, the Program Director, Designated Institutional Official, the Director of Osteopathic Medical Education, or Administrative Director of Medical Education, whichever is appropriate, should be notified so that appropriate action, if any, can be taken to protect CC, the physician and/or the patient. Program Directors should notify the Designated Institutional Official, the Director of Osteopathic Medical Education, or Administrative Director of Medical Education of any personal disclosures.

Disciplinary Action

A faculty member or resident who violates any of the standards of behavior set forth in this policy may receive corrective or disciplinary action up to and including termination.

[See also "Professional Boundaries" policy]

V. OTHER ISSUES / CONCERNS:

Approvals

Name	Title	Dept./Committee	Date
Daniel Harrington, MD	DIO	GMEC	March 11, 2007
Daniel Harrington, MD	DIO	GMEC	January 1, 2011