

Graduate Medical Education Policy	Fraternization
Facility/Sponsor	CMC/GMEC
Policy Origin Date	2011
Revision Date	May 2023

PURPOSE

The purposes of this policy are to foster professional working relationships and a professional working environment; to ensure appropriate and complete 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.

SCOPE

This policy applies to all Accreditation Council for Graduate Medical Education (ACGME), Council on Podiatric Medical Education (CPME), and Commission on Dental Accreditation (CODA) accredited graduate medical education programs sponsored by Carilion Medical Center (CMC).

DEFINITIONS

Resident: Refers to all interns, residents, and fellows participating in a Carilion Medical Center accredited post-graduate medical education program.

Faculty: Any individuals who have received a formal assignment to teach residents.

PROCEDURE

1. Standards of Behavior
 - a. 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:
 - i. Must immediately disclose the relationship to an appropriate official. These include their respective Program Director, the Designated Institutional Official, or the Administrative Director of Medical Education. This action is required to avoid any impropriety, conflicts of interest, favoritism, preferential or unfair treatment or the appearance of any of these conditions and
 - ii. Must not evaluate the performance of the other person or make any recommendation affecting the other person's position or status including, without limitation, any recommendation about the other person's employment or participation, compensation, promotions, or assignments. Program Directors must notify the Designated Institutional Official or the Administrative Director of Medical Education of any such disclosures.
2. Responsive Action
 - a. 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, CMC may take such action as it deems appropriate to address the situation, including but not limited to, transferring or moving one of the involved parties to another position or assignment or altering responsibilities or authority.
3. Fraternization with Patients
 - a. A physician's romantic and/or sexual relationship with a patient is unacceptable. A physician using information contained in the medical record to contact a patient

with a purpose of establishing a personal relationship is a violation of the Carilion Medical Center policy, "Professional Conduct."

- b. 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, the Designated Institutional Official, or the Administrative Director of Medical Education, whomever is appropriate, must be notified so that appropriate action, if any, can be taken to protect CMC, the faculty member, resident and/or the patient. Program Directors must notify the Designated Institutional Official or the Administrative Director of Medical Education of any such notification.
4. Remedial Action
- a. A faculty member or resident who fails to comply with this policy is subject to remedial action, including but not limited to, termination of employment. See also Professionalism Boundaries policy.

Designated Institutional Official	Reviewing Committee	Date Approved
Daniel Harrington, MD	GMEC	March 11, 2007
Daniel Harrington, MD	GMEC	January 1, 2011
Donald Kees, MD	GMEC	January 21, 2014
Donald Kees, MD	GMEC	July 18, 2017
Donald Kees, MD	GMEC	February 18, 2020
Arthur Ollendorff, MD	GMEC	May 16, 2023