

### CODE OF CONDUCT

Residents/fellows should strive for excellence in all aspects of their personal and professional lives. This implies a professional demeanor and conduct in direct patient care and in interactions with patients, family members, other healthcare professionals, support staff and the public. It also implies an assurance of integrity in both a resident's/fellow's professional and personal lives through behavior that is consistent with establishing a level of trust and a professional reputation that are essential to the physician-patient relationship and to the provision of high quality patient care.

The University of Connecticut School of Medicine (UConn SOM) and all of its major affiliates have codes of conduct that apply to resident/fellow participation in program related duties wherein residents/fellows are expected to act in a professional, courteous, respectful, and confidential manner. The resident/fellow contract states that residents/fellows shall abide by all rules, regulations and bylaws of the program, clinical department, and institution in which he or she is assigned. Violating these rules may be cause for disciplinary action up to and including dismissal (see *Academic Deficiencies and Code of Conduct Violations/Non-Academic Deficiencies Review Process policy*). Residents/fellows may be placed on Administrative Leave without Prejudice as appropriate for investigation into an alleged Code of Conduct violation (see *Administrative Leave without Prejudice policy*).

Conduct that is considered to be in violation of this code includes, but is not limited to, the following:

- Unlawfully distributing, dispensing, selling or offering for sale, possessing, using or being under the influence of alcohol, drugs, or a controlled substance when on the job, or in a position to be called into work, subject to duty; or smelling of alcohol or having the odor of alcohol on the breath.
- Misusing or willfully neglecting property, funds, materials, equipment or supplies from any of the affiliate sites.
- Fighting or acting in any manner that endangers the safety of one's self or others.
- Destroying property in any way.
- Stealing or possessing without authority any equipment, tools, materials, or other property of any of the affiliated sites.
- Refusing to do assigned work.
- Academic misconduct such as cheating or misrepresentation of research activities.
- Falsifying attendance records.
- Falsifying records.
- Providing patient care under circumstances of physical, mental or emotional lack of fitness that could interfere with the quality of care.
- Being repeatedly or continuously absent or late, or being absent without notice or justifiable reason.
- Conducting one's self in any manner which is offensive, intimidating, physically threatening, verbally abusive or contrary to common decency or morality.
- Carrying out any form of harassment, including sexual harassment.
- Providing medical advice or information to patients without authorization.
- Providing medical care outside of the scope of the resident/fellow permit. This includes writing prescriptions for patients that are not under the resident's/fellow's direct care.
- Failing to comply with any of the major affiliates' confidentiality policies and/or applicable confidentiality laws.
- Failing to report a police investigation or an arrest involving you to your Program Director.

## Residents/Fellows Policies and Procedures Manual

- Engaging in behavior which is below the professionalism standards of the residency/fellowship program.
- Engaging in activities that violate UConn SOM's, any of the affiliate sites' or the State of Connecticut's "Code of Ethics."
- Gambling or unauthorized solicitation in the workplace.
- Work Computer abuse, such as, but not limited to, accessing or viewing offensive or pornographic material, misuse of computer accounts, unauthorized destruction of files, creating illegal accounts, possession of or use of unauthorized password, disruptive or annoying behavior on the computer and non-work-related utilization of computer software or hardware.
- Being convicted of a crime.
- Failure to cooperate or to be truthful in a program-related investigation.

If a Violation of the Code of Conduct has occurred, corrective disciplinary action may result (see Non-academic Deficiency/Code of Conduct Violation in the *Academic Deficiencies and Code of Conduct Violations/Non-Academic Deficiencies Review Process policy*).

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