



David Geffen  
School of Medicine



## Olive View- UCLA GME Professionalism Policy

### PURPOSE

Professionalism is a core value of the Olive View- UCLA Medical Center and Graduate Medical Education

programs. The purpose of this policy is to establish guidelines for professional behavior, maintain a positive learning workplace, and ensure a safe, high quality patient care environment that promotes collegiality and prevention of any mistreatment.

### SCOPE

This policy applies to all Olive View sponsored ACGME and non-ACGME accredited residency and fellowship programs in all clinical learning environments.

### DEFINITIONS

It is the policy of the Graduate Medical Education programs at Olive view that its residents conduct themselves with the highest level of professionalism, resolve conflicts in an appropriate manner, and refrain from engaging in unethical, disrespectful, or disruptive behavior always.

### POLICY

**All residents must adhere to the following:**

1. Display compassion, integrity, and respect for others, including patients, families, trainees and all members of the health care team.
2. Understand and accept that bias based on gender, age, culture, ethnicity, religion,



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disability, or sexual orientation seriously harms the learning environment and is strictly prohibited.

3. Refrain from disruptive behavior including but not limited to:

Harassment or discrimination

Verbal threats and outbursts

Undue criticism intended to belittle or berate others

Arguing in front of patients and families

Physical actions that threaten others

Inappropriate physical contact

4. Manage conflicts respectfully, seeking assistance when necessary from resources available to the campus community.

5. Arrive on time for shifts and assignments; respond to all tasks and deadlines promptly.

6. Respond to consult requests and pages in a timely, respectful fashion.

7. Respect patient privacy and autonomy.

8. Exhibit a responsiveness to patient needs that supersedes self-interest.

9. Complete required documentation honestly and accurately including duty hour reporting and procedure logging.

10. Fulfill educational and professional responsibilities, including scholarly activities and required didactic conferences.

11. Maintain appropriate standards in all social media postings with clear  
(OV GMEC Professionalism)



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demarcations between personal and professional lives. Protect personal and professional reputation when posting, commenting, or contributing to collaborative projects such as wikis, blogs and/or virtual communities.

12. Adhere to all institutional policies and guidelines.

13. Maintain a professional appearance in the work environment.

### **CONTACT**

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### **REVISION HISTORY**

Effective Date: 5/29/2024

**APPROVED:GMEC Approved Date 7/1/2024**

### **APPROVAL**

Graduate Medical Education Committee  
OVMC-UCLA Medical Center

Laxmi Suthar, MD, FACP  
Designated Institutional Official  
Olive View- UCLA Medical Center

Benjamin Waterman, MD  
Chief Medical Officer  
Olive View- UCLA Medical Center