

## GRADUATE MEDICAL EDUCATION POLICIES AND PROCEDURES

Subject:	<b>RESIDENT/FELLOW AND FACULTY WELL-BEING POLICY</b>
Effective Date:	July 2022
Distribution:	All Bridgeport Hospital Residency/Fellowship Programs

### **INTRODUCTION:**

The Office of Graduate Medical Education is committed to ensuring that residents/fellows remain physically, mentally, emotionally, and spiritually healthy while completing their training program. Doing so, allows residents/fellows to find meaning and fulfillment in their career choices.

### **PURPOSE:**

Residency can be an inherently stressful time, and it is important to know about available resources so residents/fellows can engage in self-care to ensure getting the most out of the educational experience. In the current health care environment, physicians are at increased risk for burnout and depression. Self-care is an important component of professionalism and is a skill that must be learned.

The Sponsoring Institution and its programs provide trainees with the time away from work to attend to medical, dental and mental health appointments. The Office of Graduate Medical Education provides a mechanism for resident/fellow self-assessment of burnout. While we will ask our residents/fellows to complete this assessment yearly, the tool is always available for self-administration via MedHub. The Office of Graduate Medical Education also provides 24 hours/day, 365 days/year access through Employee Family Resources (EFR) to confidential, affordable mental health assessment, counseling and treatment. EFR also offers six (6) free counseling sessions through Beacon Health Options.

The Graduate Medical Education Office also encourages residents/fellows and faculty members to alert a Program Director, the GME Office, and/or other personnel if there is ever a concern that another resident, fellow or faculty member may be displaying signs of burnout, depression, substance abuse, suicidal ideation, or potential for violence.

Employee Family Resources offers a very robust list of resources on a variety of topics that all residents and faculty have access to, and are encouraged to explore. The National Suicide Prevention Lifeline is also available 24/7 at 1-800-273 TALK (8255). Residents/fellows and faculty members can call 911 or visit the Emergency Department for immediate help.