

## Professionalism

**Effective:** July 1, 2018  
**Reviewed by GMEC:** April 10, 2018  
**Initial Approval by GMEC:** February 24, 2010

### Statement

Residents are responsible for demonstrating a commitment to carry out professional responsibilities and an adherence to ethical principles in order to meet the obligations of his or her patients, communities, and the profession. This policy serves as a written guidance to outline professional expectations and the potential disciplinary consequences of failing to adhere to the expectations. Residents should follow Palmetto Health's Standards of Behavior.

### Associated Policy (ies)

Grievance and Due Process  
Corrective Action  
Disruptive Behavior  
Impairment  
PH Standards of Behavior

### Responsible Positions (Title)

Residents & Fellows

### Equipment Needed

*None*

### Procedure Steps, Guidelines, Rules, or Reference

#### Residents are expected to demonstrate:

- Compassion, integrity, honesty, and respect for others (including colleagues, faculty, students, patients, families, staff and guests);
- Altruism and empathy;
- Responsiveness to patient needs that supersedes self-interest
- Respect for patient privacy and autonomy;
- Accountability to patients, society and the profession;
- Sensitivity to a diverse patient population, including but not limited to diversity in gender, age, culture, race, religion, disabilities, and sexual orientation;
- A continuing commitment to excellence.

#### Examples of behaviors which constitute professional expectations (including but not limited to):

- Clearly identifies oneself to patient and staff
- Maintains a clean, neat appearance
- Maintains composure
- Ensures patient safety
- Treats patients with dignity and respect
- Collaborates with other members of the healthcare team and treats them with respect
- Answers questions and explains the patient's treatment plan to patient and family (with patient's permission) and health care team members
- Answers phone calls and pages in a timely and courteous manner

- Is truthful in verbal and written communications
- Is on time for meetings and appointments
- Complete all documentation in a timely manner

**Examples of behaviors which constitute unprofessional conduct (included but not limited to):**

- Plagiarism
- Fraud
- Forgery
- Lying
- Cheating on academic activities;
- Alcoholism and/or substance abuse;
- Harassment or discrimination of any kind;
- Threatening or abusive (demeaning, berating, rude) language, profanity
- Work place violence or aggression;
- Falsification of information (personnel, medical, other official documents)
- Use of language that is profane, vulgar, sexually suggestive or explicit
- Degrading racial, ethnic, or religious slurring in any professional setting related to the care of patients
- Unwanted touching, sexually-oriented or degrading jokes or comments
- Obscene gestures or throwing objects
- Oral or written threats to a person or property, whether in person or via email or other means of communication
- Making inappropriate comments about each other or patients that jeopardize or interfere with quality patient care or ability for others to provide quality patient care
- Unethical behavior
- Physical or verbal abuse of others involved with providing patient care and/or educational instruction
- Inappropriate conduct that reflects in a negative way on the Hospital or University
- Some behaviors which may be disruptive are unlawful as well (discrimination, sexual harassment, retaliation)

**Reference**

*None*