

Policy Name:	Resident Services		
Section #:	04-003	Section Title:	Benefits
Approval Authority:	GMEC	GMEC Approved	06/14/2019
Responsible Executive:	DIO	Revised:	08/26/2024
Responsible Office:	Office of Clinical and Health Affairs, Rutgers Health	Contact:	Institutional Coordinator

1. Reason for Policy

To establish compliance that meets Rutgers, state, federal, and accreditation regulations.

2. Applicable ACGME Institutional Requirements

(IV.I.1.) (IV.I.2.) (IV.I.3.) (IV.I.4.) (IV.I.5)

3. Resources

- i. Accreditation Council for Graduate Medical Education Institutional Requirements
- ii. Accreditation Council for Graduate Medical Education Common Program Requirements
- iii. Committee of Interns and Residents (CIR) Collective Bargaining Agreement
- iv. Rutgers University Policies
- v. New Jersey Board of Medical Examiners
- vi. American Board of Medical Specialties

4. Scope

The scope of this policy applies to all residents and fellows participating in accredited Rutgers Health post-graduate training programs (i.e., residencies or fellowships), accredited by the Accreditation Council for Graduate Medical Education (ACGME), who hold a Resident or Fellow appointment. Residents and Fellows are hereafter referred to as “Residents”. The Rutgers Health policy described here applies to all residents of Rutgers Health. Further details related to this policy, as applicable to the existing legacy residents bound by and limited by the policies and procedures originating from the programs in which they were originally contracted, may be found, and defined by the following Rutgers Health training program policies associated with

- New Jersey Medical School Graduate Medical Education & CIRMOU
- Robert Wood Johnson Medical School Graduate Medical Education & CIRMOU
- Community Medical Center Graduate Medical Education
- Cooperman Barnabas Medical Center Graduate Medical Education
- Jersey City Medical Center Graduate Medical Education & CIRMOU
- Newark Beth Israel Graduate Medical Education
- Monmouth Medical Center Graduate Medical Education
- Robert Wood Johnson University Hospital -Somerset
- Trinitas Regional Medical Center Graduate Medical Education

5. The Policy

All policies are subject to amendment. Please refer to the Rutgers Health Graduate Medical Education department for the official, most recent version.



- I. **Behavioral Health:** The Sponsoring Institution will ensure that the applicable employer provides residents/fellows with access to confidential counseling and behavioral health services, including access to confidential, affordable mental health assessment counseling, and treatment, including access to urgent and emergent care 24 hours a day, seven days a week and access to appropriate tools for self-screening.
- II. **Physician Impairment:** The Sponsoring Institution will ensure that the applicable employer will have a policy, not necessarily GME-specific, which addresses physician impairment.
- III. **Harassment:** The Sponsoring Institution will ensure that the applicable employer will have a policy, not necessarily GME-specific, covering unlawful discrimination, prohibited retaliation, sexual and other forms of unlawful harassment, which allows residents/fellows access to processes to raise and resolve complaints in a safe and non-punitive environment and in a timely manner, consistent with applicable laws and regulations.
- IV. **Prohibited Discrimination:** The Sponsoring Institution will ensure that the applicable employer will have a policy and procedure, not necessarily GME specific, prohibiting discrimination in employment and in the learning and working environment, consistent with all applicable laws and regulations.
- V. **Accommodation for Disabilities:** The Sponsoring Institution will ensure that the applicable employer have a policy, not necessarily GME-specific, regarding accommodations for disabilities, consistent with all applicable laws and regulations.
- VI. **Oversight**
 - GMEC or the applicable subcommittee will periodically review all available services.
 - The applicable employer will submit the policy to GMEC for review and thereafter whenever substantial modifications are made to said policy.