

Policy Name:	Grievances		
Section #:	06-001	Section Title:	Grievances
Approval Authority:	Graduate Medical Education Committee	GMEC Approved:	02/09/2022
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.E

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 & CIR MOU
- Robert Wood Johnson Medical School Graduate Medical Education & CIR MOU
- Community Medical Center Graduate Medical Education
- Cooperman Barnabas Medical Center Graduate Medical Education
- Jersey City Medical Center Graduate Medical Education & CIR MOU
- 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

- I. Grievances
 - a. As the Sponsoring Institution, Rutgers Health requires that the applicable employer have a policy that
 - i. outlines the procedures for submitting and processing resident/fellow grievances at the program level/unit; and
 - ii. outlines the procedures for submitting and processing resident/fellow grievances at the institutional level; and
 - iii. minimizes conflicts of interest; and
 - iv. indicates under what circumstances an appeal is available, and if available, the timeline, due process, and process for submission
 1. Due process refers to an individual's right to be adequately notified of charges or proceedings against that individual and the opportunity to respond to these actions and potentially remediate their behaviors.
- II. Contracts
 - a. The contract/agreement of appointment must directly contain or provide a reference to grievance and due process.
- III. Oversight
 - a. The DIO or their designee must be informed of any formal grievances in a timely fashion.
 - b. The DIO (or designee) will review contracts and procedures for grievances and ensure consistency with available policies.