

**University of North Dakota**  
**Graduate Medical Education Committee**  
**Institutional Policy**

**Resident Work Environment**

1. Sponsoring institutions and hospitals engaged in graduate medical education must ensure that resident experience is not compromised by excessive reliance on residents to fulfill non-physician service obligations. Accordingly, all hospitals where residents work must provide appropriate support services to minimize work extraneous to the educational programs.
2. Residents on duty must be provided adequate and appropriate food services and sleeping quarters.
  - a. Call facilities should be located in a part of the hospital that is sufficiently quiet to allow both for night-time sleeping and napping during the day as required. These call facilities **MUST** be available at all times to allow for residents too fatigued to safely drive home to rest prior to returning home. Alternatively, programs may elect to provide alternative methods to return the residents home (e.g. cab fare home) when sleeping facilities are not available when needed.
3. Residents must not provide non-educational services that could be safely and appropriately provided by other personnel.
4. Appropriate security and personal safety measures must be provided to residents in all locations including, but not limited to, parking facilities, on-call quarters, hospital and institutional grounds, and related clinical facilities.
5. Educational materials to support patient care in the working environment (computer with internet access, library material, etc.) must be immediately available at all times.
6. The institution and all accredited programs must provide a learning and working environment in which residents/ fellows have the opportunity to raise concerns and provide feedback without fear or intimidation of retaliation and in a confidential manner as needed. This issue is assessed annually in the ACGME Resident Survey and will be reviewed each year by the Institutional Program Review Committee. Non-compliant or deteriorating responses in this area may result in a focused or global special review of the training program.

Approved by GMEC 5/10/16