Scope
This policy applies to all Indiana University School of Medicine (IUSM) Graduate Medical Education (GME) resident physicians.

Reason for Policy
The purpose of this policy is to state guidelines regarding relationships with colleagues within GME.

Policy Statement
IUSM’s educational mission is promoted by professionalism in faculty/resident/student/staff relationships. Professionalism is fostered by an atmosphere of mutual trust and respect. Actions of residents that harm this atmosphere undermine professionalism and hinder fulfillment of the School’s educational mission. Trust and respect are diminished when those in positions of authority abuse or appear to abuse their power. Those who abuse their power in such a context violate their duty to the academic community.
Residents exercise power over other residents, students, and staff whether in providing praise or criticism, evaluations, recommendations for their further studies or future employment, or conferring other benefits. Situations among residents, between residents and students, or residents and personnel staff can increase the possibility that residents will abuse power and this abuse may lead to sexual exploitation. Voluntary consent by the other in such a relationship is suspect, given the fundamental asymmetric nature of the relationship.

IUSM will strictly adhere to Title IX of the Education Amendments of 1972 (Reference 2) when reviewing such relationships for abuse or exploitation.

Should a resident find him/herself in a supervisory relationship with someone he/she has already had a relationship with, he/she should notify his/her supervisor immediately. Necessary steps for reassignment should be taken when appropriate.

Residents disciplined or terminated on grounds of violation of this policy shall have such rights as are provided by the Policy on Non-Reappointment and Termination of Appointment.

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**Procedures**

**Alleged Violation of Policy**

Any concerned person may initiate complaints about alleged violations of this policy. Such complaints should be brought to the attention of the department chair, program director, or Associate Dean of GME or designee. This can be accomplished using the Mistreatment Reporting Process in Mednet (Reference 3).

**Disciplinary Measures**

Sanctions appropriate to the offense will be applied by the Associate Dean of GME or designee. Possible sanctions may include, but are not limited to, reprimand, consideration in promotion decisions, termination of employment, and immediate dismissal.

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**Definitions**

*ACGME* is the Accreditation Council for Graduate Medical Education.

*A resident* is an IUSM resident or fellow, or a non-IUSM resident or fellow electively rotating through IUSM and provides clinical care as part of a GME program.

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**Implementation**

The Designated Institutional Official (DIO) for GME is responsible for implementation of this policy.
Oversight

Policy authority for this document resides with the Graduate Medical Education Committee. The DIO and the Graduate Medical Education Committee are responsible for oversight. This policy will be reviewed every three years or more often if deemed necessary.

Related Information

The IUSM Policy on Non-Reappointment and Termination of Appointment can be found at:
https://mednet.iu.edu/MasterDocLibrary/GME%202016_ Non-Reappointment_and_Termination_of_Appointment_REVISED.pdf

Title IX of the Education Amendments of 1972

Mednet Mistreatment Process
https://mednet.iu.edu/Pages/SupportResources/Mistreatment-Reporting-Process.aspx

History

2. Policy reviewed, updated, and approved by GMEC on 09 October 2017.