I. PURPOSE
To assure a positive educational environment in which housestaff can communicate and exchange information on their working environment and their educational programs.

II. SCOPE
This applies to all postgraduate medical education programs.

III. DEFINITIONS
Housestaff - refers to all interns, residents, and fellows enrolled in a RUTGERS Robert Wood Johnson Medical School postgraduate training program. An individual member of the housestaff may be referred to as a house officer.

IV. RESPONSIBILITIES/REQUIREMENTS
A. Policy:

The training programs shall provide a working environment in which members of the housestaff may raise and resolve issues without fear of intimidation or retaliation. Members of the housestaff must be able to communicate and exchange information on their working environment and their educational programs. There must be a process by which individual house officers can address concerns in a confidential and protected manner.

1. The Associate Dean for Graduate Medical Education; Associate Professor of Pathology; and the resident members of the GMEC will all function as Ombudsmen to whom house officers can communicate concerns in a confidential manner without fear of intimidation or retaliation.

2. Focus group meetings in which the Associate Dean for Graduate Medical Education meets with housestaff at various hospital sites and in individual programs will be scheduled throughout the year. Comments and concerns raised by housestaff at these meetings may be confidentially reported to the GMEC by the Associate Dean.

Approved by GMEC on February 23, 1999 – Editorial Revision 06/12/08