

# RESIDENT HANDBOOK SECTION IX: HUMAN RE

## RESIDENCY TRAINING PROGRAM RESPONSIBILITY

- I. It is the responsibility of each program director and all faculty members to be aware of resident behavior and conduct.
- II. If a program director or faculty member observes physical, mental, or emotional problems affecting the performance of a resident, including impairment due to excessive fatigue, the member must take steps to verify the impairment and take appropriate actions.
- III. Chief residents should also be aware of the behavior and conduct of junior residents. If a chief resident observes physical, mental, or emotional problems affecting the performance of a resident, including impairment due to excessive fatigue, the chief resident should immediately notify the program director or designee.
- IV. Program directors are encouraged to implement a mental health screening tool at all semi-annual assessments that screen for burnout and/or depression. Suggested methods are the Adult Access, Priorities, Growth, Assistance, and Responsibility (APGAR); the Maslach Burnout Inventory/validated questions from the inventory; or other nationally validated instruments – lists available to program directors.
- V. It is the responsibility of the program to provide reasonable accommodations (i.e. duty assignments, on-call schedules) to enable the resident to participate in mandated counseling.
- VI. It is the responsibility of the program to provide opportunities for excessively fatigued residents to take therapeutic naps and to provide facilities for residents to sleep if too tired to return to their hom(po)-12.3 (ns)-8 (i)382.3n2d3amr rei

- d. The continuing service of the resident in patient care will depend upon expert advice regarding resident capability, degree of disability, and compliance with any planned treatment as determined by counseling/psychiatric evaluation and the program director. The program director has the responsibility to ensure that these guidelines are maintained.
- e. Any continuing treatment will be monitored by the appropriate selected counseling/psychiatric entity or person, and the program director will be required to be aware of the outcome in determining the fitness of the resident to return to patient care responsibility.
- f. During all phases of the counseling and consultation process, complete privacy and confidentiality for the resident must be maintained.
- g. Contacts:
  - i. Nevada Health Professionals Assistance Foundation, 9811 West Charleston Boulevard Suite 2-382, Las Vegas, Nevada 89117 Peter Mansky, M.D., (702) 341-7278 or (702) 521-1398
  - ii. Ceridian LifeWorks Employee Assistance Program, Nevada System of Higher Education, 877-234-5151 or online at [www.lifeworks.com](http://www.lifeworks.com)