

**STONY BROOK UNIVERSITY HOSPITAL  
GRADUATE MEDICAL EDUCATION  
POLICIES AND PROCEDURES**

**POLICY: RESIDENT EDUCATIONAL AND WORK ENVIRONMENT**

**PURPOSE**

To establish an institutional policy regarding educational and work environment for all graduate medical education training programs within the institution.

**POLICY**

Stony Brook University Hospital (SBUH) and the residency/fellowship programs must provide an educational and work environment in which residents may raise and resolve issues without fear of intimidation or retaliation.

SBUH provides anonymous and protected systems for residents/fellows to address concerns:

1. Anonymous on-line site on GME webpage

Residents can anonymously communicate electronically with the Vice Dean for GME regarding any concerns they may have. This is communicated to residents at the time of orientation and is available on the GME webpage.

2. Open door

The Medical/House Staff Office and the Vice Dean's office maintain a neutral open-door forum where residents can address issues that are of concern. These issues may be brought to the GMEC or hospital administration without identification of the source.

3. Anonymous evaluations

The residents can evaluate their program, faculty and program director anonymously in the institution web-based tracking system, New Innovations. These evaluations are reviewed regularly by the program.

SBUH also conducts an anonymous institutional survey of all residents/fellows semiannually. The survey contains queries about the program, the faculty, teaching, work environment, supervision, duty hours, resources, scholarly activity and other areas. These surveys are administered through New Innovations, and the responses are tracked to determine those areas that are highly regarded and those that require attention.

#### 4. The Internal Review Process

During the internal review of the programs, the review committee queries the residents as an independent group about the educational and work environment. This provides the opportunity for residents to speak freely without fear of intimidation and retaliation. SBUH monitors the programs through this process.

5. SBUH has organized a Chief Resident Quality Council that acts as liaison for residents to voice concerns about the quality of education and work environment.

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