



OKLAHOMA STATE UNIVERSITY
CENTER FOR HEALTH SCIENCES

Graduate Medical Education

Approved by the GMEC Committee on November 28, 2018

Effective Date: July 1, 2019

Review Date: May 2021

Next Review Date: May 2023

Policy Title: Professional Liability Insurance, Health and Disability Insurance, Vacation and Leaves of Absence and Resident Services

Purpose: To describe the methods of Professional Liability Insurance, Health and Disability Insurance, Vacation and Leaves of Absence and Resident Services for residents and fellows.

Professional Liability Insurance

1. OSU-CHS will ensure that member institutions are providing residents with professional liability insurance in accordance with ACGME requirements. Details will be documented in the resident's employment agreement (contract).
2. OSU-CHS will review and approve a model resident agreement of each member institution. This model agreement shall include the following provision providing residents/fellows with professional liability coverage, including legal defense and protection against awards from claims reported or filed during participation in each of its ACGME-accredited programs, or after completion of the program(s) if the alleged acts of omissions of a resident/fellow are within the scope of the program(s). The member institution agreements shall be forwarded to the OSU-CHS DIO for approval.
3. The Participating Sites shall provide copies of said policies to the OSU-CHS DIO and must provide official documentation of the details of liability coverage upon request of the individual resident.

Health and Disability Insurance

1. OSU-CHS will ensure that each member institution will provide residents with health and disability insurance and other benefits in accordance with ACGME requirements. This will be described as part of the insurance and other benefits in accordance with ACGME requirements. This will be described as part of the resident agreement.
2. If residents are required to report to the program (e.g. orientation) prior to being eligible for health or disability coverage, then residents must be made aware of the option to purchase a temporary policy for the non-covered period.

Vacation and Leaves of Absence

1. OSU-CHS will ensure that each member institution provide residents with vacation and leaves of absence in accordance with ACGME requirements and applicable laws. This will be included as part of the resident agreement.
2. Each of its ACGME-accredited programs will provide its residents/fellows with accurate information regarding the impact of an extended leave of absence upon the criteria for satisfactory completion of the program and upon a resident's/fellow's eligibility to participate in certification examinations by the relevant certifying board(s) of the AOA or ABMS.

Resident Services:

Behavioral Health Resources (Physician Impairment)

The purpose of this policy is to ensure that all residents are fit for duty and work free from harm to themselves and others. OSU-CHS is committed to providing appropriate and compassionate support to any resident who experiences mental, emotional, or physical health problems, including those who also require professional assistance to deal with substance abuse, psychiatric, or behavioral health issues. It is therefore the policy of OSU-CHS that residents be afforded the opportunity to seek and obtain professional assistance at the earliest indication of need. Professional assistance is generally accessed by either self-referral by the resident or referral by the resident's program director. The Sponsoring Institution will provide Behavioral Health Services through a contracted third party. All residents under the sponsorship of OSU-CHS will have access to these services. Residents and Program Directors will be provided contact information at the beginning of each academic year. Each member institution will provide an employee assistance program (EAP) and also provide essential information to their residents for the EAP services provided and the contact information.

Disability and Accommodations

The purpose of this policy is to allow for and maintain a work environment that enables residents with disabilities to enjoy equal employment opportunities. OSU-CHS and its member institutions is committed to equal opportunity in employment for residents with disabilities and complies with the Americans with Disabilities Act of 1990 (ADA), as amended, and any other applicable state and federal laws.