



Personal Conflict of Interest Policy

Purpose

The University of Arizona College of Medicine - Tucson (UACOM-T) Graduate Medical Education Committee (GMEC) sets forth this policy to address potential conflicts of interest arising from interpersonal relationships between trainees and supervisors in the clinical learning environment. This policy directs trainees and/or supervising faculty to disclose relationships that have created, or may create, a conflict of interest, and instructs the training program to manage and reconcile any such conflicts. The term “Trainee” includes all residents, fellows in ACGME-accredited programs and non-standard training (NST) trainees. The term “Supervisor” includes program directors, associate program directors, faculty, chief residents, and senior residents/fellows who supervise trainees.

This policy pertains to the following situations:

- A romantic, sexual, or other personal relationship between a trainee and a supervisor in a residency, fellowship, or NST program;
- A previous romantic, sexual, or other personal relationship between a trainee and a supervisor in which either individual believes the previous relationship could create, or has created, a conflict of interest;
- Any other personal relationship between a trainee and a supervisor in which either individual believes the relationship could create, or has created, a conflict of interest.

Procedure:

1. Any romantic, sexual, or personal relationship between a trainee and a supervisor must be immediately disclosed to the Program Director.
2. In the event of an unforeseen conflict in which the trainee and the supervisor are engaged in an activity in which a conflict of interest occurs, both the trainee and the supervisor are responsible for immediately reporting the conflict to the Program Director.
3. The Program Director will work with the supervisor and the trainee to create a supervision plan. The plan will address how the trainee will complete required rotations and educational experiences supervised by someone **other than** the supervisor with whom they have a relationship. Areas that should be included in the supervision plan include supervision of the trainee in the clinical setting, supervision of the trainee while on call (in-house or home), participation of the supervisor on the Clinical Competency Committee (CCC), and any required evaluation of the trainee in non-clinical educational activities, etc.
4. In the event of a patient care emergency in which the trainee and the supervisor are the only physicians able to provide care, they may work together to stabilize the patient.

5. The trainee may participate in group educational activities in which the supervisor is leading or proctoring such as didactics, Grand Rounds presentations, in-service training examinations, workshops/simulations. However, the trainee's performance may not be evaluated by the supervisor in this context.
6. It is the responsibility of the supervisor and the trainee to abide by this policy and supervision plan. Violation of this policy or of the supervision plan by either the trainee or the supervisor may be considered professional misconduct, and subject to relevant UA and Banner conflict of interest policies. Additionally, reports of professional misconduct by trainees are reviewed by the program director and the CCC and used in determining non-disciplinary and disciplinary decisions including resident promotion, remediation, probation, or dismissal from the program.

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