Children's National

INSTITUTIONAL GRADUATE MEDICAL EDUCATION POLICY

SUBJECT: Well-Being Policy **DATE EFFECTIVE:** September 9, 2020

POLICY: Well-Being

I. PURPOSE:

The Graduate Medical Education Leadership Team at Children's National Hospital (CH) understands that in the current health care environment, Trainees and Faculty are at increased risk for burnout. Psychological, emotional, and physical well-being are critical in the development of the competent, caring, and resilient physician. Self-care is an important component of professionalism; it is a skill that must be learned and nurtured in the context of other aspects of residency training.

Children's National Hospital is committed to providing a safe clinical learning environment to protect the health and welfare of Trainees and Faculty. The leadership team is committed to being role models of well-being and in creating an atmosphere of learning that embodies compassionate, humanistic care with the highest academic and safety standards. In order to achieve this, we must all work together to create a culture of well-being and a climate of safety.

II. POLICY SCOPE:

All Accreditation Council for Graduate Medical Education (ACGME) accredited or non-ACGME residency and fellowship programs sponsored by CH.

III. DEFINITIONS:

Trainee
Trainee refers to all interns, residents and fellows participating in an ACGME accredited, or non-ACGME training program sponsored by CH.

Faculty
Faculty refers to all teaching faculty participating in an ACGME accredited, or non-ACGME training program sponsored by CH.

Training Program
Training program refers to an ACGME accredited or non-ACGME internship, residency or fellowship

training program sponsored by CH.

Wellness
Wellness is defined as a state of well-being in which all of the components of health are in balance. The following components are important to Trainee wellness: Emotional, Social, Spiritual, Environmental, and Physical.

Housestaff Council
The general aim of the Housestaff Council is to provide representation for both residents and fellows at Children's National to the GME Committee and advocate for Trainees in terms of policies that affect their experience in patient care, community and working environment, wellbeing, and employment benefits.

IV. POLICY:

Trainee and Faculty Responsibilities:
Trainees and Faculty are responsible for reporting to work at Children's National Hospital fit for duty and able to perform their clinical duties in a safe, appropriate and effective manner free from the adverse effects of physical, mental, emotional and personal problems including impairment due to fatigue. Trainees and Faculty have a professional responsibility to appear for duty appropriately rested and must manage their time before, during and after clinical assignments to prevent excessive fatigue.

Trainees and Faculty are responsible for assessing and recognizing impairment, including illness and fatigue, in themselves and in their peers.

If a Trainee or Faculty is experiencing problems, they should seek assistance before clinical, educational and professional performance, interpersonal relationships, or behavior are adversely affected. Individuals who voluntarily seek assistance for physical, mental, emotional and/or personal problems, including drug and alcohol dependency, before their performance is adversely affected, will not jeopardize their status in the program because they are seeking assistance.

Trainees and Faculty should maintain their health through routine medical, dental, and mental health care as appropriate for optimal well-being. Non-urgent appointments may be scheduled in advance with appropriate permission using allocated time off. Mandated counseling or acute and urgent care appointments for physical or mental needs will be accommodated during work hours as reasonable and appropriate and based on the needs of the individual.

Training Program Responsibilities:
The Program will educate Trainees and Faculty in identification of the symptoms of burnout, depression, suicidal ideation, and substance abuse, including means to assist those who experience

these conditions. Trainees and Faculty will also be educated to recognize those symptoms in themselves and how to seek appropriate care.

It is the responsibility of the Program to provide reasonable accommodations (i.e. work hour assignments, on-call schedules) as necessary to enable trainees and faculty to participate in mandated counseling and acute or urgent healthcare appointments.

Program Directors should direct Trainees and Faculty to self-screening tools that assess for signs of burnout. Program Directors should remain cognizant of signs and symptoms of burnout and other forms of impairment in their trainees and faculty. Program directors should assure that Trainee schedules remain in compliance with all ACGME work hour rules to facilitate adequate periods of rest.

If a trainee, faculty, or any member of the healthcare team observes physical, mental, or emotional difficulty affecting the performance of a Trainee or Faculty, including impairment due to excessive fatigue, the Program Director should be notified and the Trainee/Faculty may be removed from direct patient care and appropriate next steps taken based on the cause of impairment (e.g. provide resources for a healthcare appointment, direct trainee to a sleep room to rest, call for a safe ride home, notify an emergency contact, etc.). The Program will ensure that the process for reporting, investigating, and addressing such concerns remains confidential and will work with the GME Office and Human Resources to document each case.

Process of seeking care for Trainee/Faculty healthcare needs:
Trainee/Faculty will be provided a confidential means of seeking and obtaining treatment in the form of medical services.

Non-compliance with a treatment plan by the trainee/faculty may warrant relief from patient care responsibilities and referral to the Occupational Health Department and Human Resources Department.

Occupational Health and Human Resources will work with the Trainee/Faculty provider to facilitate their return to work and other reasonable accommodations that may be needed.

Existing Institutional Wellness Initiatives and Resources: (subject to change)

AMA Wellness Modules:
All Trainees at Children's National Hospital are provided access to and must complete a series of online modules on the following topics:

1. Physician Health: Physicians Caring for Ourselves
2. Residents as Teachers
3. Working Effectively within an Interprofessional Team
4. Thriving Through Residency: The Resilient Resident

5. Managing Unconscious Bias
6. Cultural Competency
7. Using Tools to Form an Action Plan for Wellness
8. Creating an Effective and Respectful Learning Environment
9. Sleep Deprivation: "Your life and your work."

Access to Mental Health Professionals:
Trainees and Faculty are provided access to free/discounted mental health services through Children's National Employee Assistance Program (EAP).

Check-Ins with the CNH Division of Psychology & Behavioral Health
Free Psychiatry Sessions at GWU Psychiatry

Emotional
Trainees/Faculty are encouraged to participate in organized discussions held after intense events and at regular intervals on high acuity/high demand clinical rotations to allow a safe and non-threatening forum for addressing emotional responses to specific situations. After- event debriefs are facilitated by faculty and staff in Risk Management.

Social:
Trainee social activities are offered through the GME Office and Housestaff Council.

Spiritual:
Meals and Meditation: Supported by the Provider Wellness Committee, regularly scheduled meals with meditation (non-denominational) are held in the main hospital during business hours all faculty and trainees

Physical:
Gym membership: Discounts are offered through Human Resources

LiveWell Portal: Several programs are offered including group exercise classes, weight reduction resources and discounts, mindfulness training, biometric screening and health risk assessment

Environmental/Occupational:
Anonymous incident reporting system: Trainees/Faculty can submit incident reports anonymously through a secure online system to protect their own identities (if they wish) while escalating safety issues related to patients or staff.

Food Truck Fridays: Supported by the Patient and Family Council, every Friday evening, local DC food trucks serve items for purchase on campus.

Reimbursement of Cab/Rideshare Services: the training program may reimburse cab/rideshare fares for Trainees to get home safely when post-call.

Financial:
Fidelity Retirement Specialists: These individuals are available to all staff for retirement planning and 401K management.

Financial Wellness Resources: via Live Well Portal as referenced above

V. APPROVAL

Approved by:



DIO/Vice Chair, Medical Education — 6/10/2026 Date

VI. REVIEW OR REVISION DATE

Approved by the GMEC: September 9, 2020
Reviewed and Approved by the GMEC: October 13, 2021
Modified and Approved by the GMEC: June 15, 2022
Modified and Approved by GMEC: September 13, 2023
Reviewed and Approved by the GMEC: May 8, 2024
Reviewed and Approved by the GMEC: June 10, 2026