

<b>POLICY AND PROCEDURE</b>  <b>AND RURAL HEALTH CLINICS / CENTERS</b>	<b>Code No.                      HR RES 007</b>
	Page 1 of 3
	Effective Date:  Last Review:                      07/01/2025  Board Approval Date:
<b>DEPARTMENT:</b>	HUMAN RESOURCES – RESIDENCY PROGRAM
<b>SUBJECT:</b>	Resident Wellness and Mental Health Support

Printed copies are for reference only. Please refer to the electronic copy for the latest version.

### **PURPOSE:**

The purpose of this policy is to promote a culture of well-being, resilience, and holistic support for all residents within the Family Medicine Residency Program at Good Samaritan Hospital. The Sponsoring Institution recognizes that optimal resident wellness enhances both trainee performance and patient care outcomes.

**SCOPE:** This policy applies to all enrolled residents and is supported by the Sponsoring Institution.

**COMPLIANCE RESPONSIBILITY:** GMEC

### **POLICY:**

The Family Medicine Residency Program is committed to supporting residents' physical, mental, and emotional well-being. This policy ensures protected time, resources, and access to services that address personal health needs and mitigate burnout.

#### **A. Wellness Provisions**

##### **1. Protected Time for Personal Health Appointments**

- a. Residents are permitted to take time off, without penalty, for personal **medical, dental, vision, and mental health** appointments.
- b. Such absences must be coordinated in advance with the Associate Program Director, Program Coordinator or their designee to ensure appropriate clinical coverage.

##### **2. Employee Assistance Program (EAP)**

- a. All residents have access to the institution's **Employee Assistance Program**, which provides:
  - i. Short-term counseling

*These guidelines, procedures, or policies herein do not represent the only medically or legally acceptable approach but rather are presented with the recognition that acceptable approaches exist. Deviations under appropriate circumstances do not represent a breach of a medical standard of care. New knowledge, new techniques, clinical data, clinical experience, or clinical or bio-ethical circumstances may provide sound reasons for alternative approaches, even though they are not described in the document.*

<b>POLICY AND PROCEDURE</b>  <b>AND RURAL HEALTH CLINICS / CENTERS</b>	<b>Code No.                      HR RES 007</b>
	Page 2 of 3
	Effective Date:  Last Review:                      07/01/2025  Board Approval Date:
<b>DEPARTMENT:</b>	HUMAN RESOURCES – RESIDENCY PROGRAM
<b>SUBJECT:</b>	Resident Wellness and Mental Health Support

Printed copies are for reference only. Please refer to the electronic copy for the latest version.

- ii. Legal and financial consultation
- iii. Work-life resources
- iv. Referrals for ongoing support
- b. EAP services are free and confidential.

### 3. Mental Health and Crisis Intervention

- a. Residents are provided access to **24/7 mental health support**, including:
  - i. Crisis counseling
  - ii. Suicide prevention hotlines
  - iii. In-person or Telehealth mental health services
  - iv. Immediate access to licensed professionals during emergencies
- b. Information on how to access these services is provided during orientation and posted prominently in resident work areas

## B. Wellness Committee

- 1. A dedicated **Wellness Committee** will be established to guide and enhance wellness initiatives across the Sponsoring Institution and residency program.
- 2. The committee will:
  - a. Meet **quarterly**
  - b. Be chaired by **Chris Reilly, LMFT, Wellness Director**
  - c. Include representation from:
    - 1) Residency leadership
    - 2) Core faculty
    - 3) One resident from each PGY class
- 3. Responsibilities of the committee include:
  - a. Reviewing wellness-related concerns within the residency program
  - b. Planning and organizing the quarterly 5th Wednesday wellness activities
  - c. Providing feedback and recommendations to the Program Director and GMEC to support a culture of well-being

*These guidelines, procedures, or policies herein do not represent the only medically or legally acceptable approach but rather are presented with the recognition that acceptable approaches exist. Deviations under appropriate circumstances do not represent a breach of a medical standard of care. New knowledge, new techniques, clinical data, clinical experience, or clinical or bio-ethical circumstances may provide sound reasons for alternative approaches, even though they are not described in the document.*

<b>POLICY AND PROCEDURE</b>  <b>AND RURAL HEALTH CLINICS / CENTERS</b>	<b>Code No.                      HR RES 007</b>
	Page 3 of 3
	Effective Date:  Last Review:                      07/01/2025  Board Approval Date:
<b>DEPARTMENT:</b>	HUMAN RESOURCES – RESIDENCY PROGRAM
<b>SUBJECT:</b>	Resident Wellness and Mental Health Support

Printed copies are for reference only. Please refer to the electronic copy for the latest version.

### C. Confidentiality

All medical and mental health services are confidential and will not be shared with residency or hospital leadership unless explicitly permitted by the resident or required by law. All assessments and notes from mental health and crisis intervention visits will be kept separate from hospital/clinic EMR in a locked cabinet with Chris Reilly, LMFT, Wellness Director.

### D. Responsibilities

1. **Program Leadership** must facilitate a supportive environment and ensure awareness of wellness resources.
2. **Residents** are encouraged to proactively utilize wellness services and notify program leadership of any barriers to access.
3. **On a quarterly basis, GMEC** will review the effectiveness of wellness initiatives and solicit resident feedback.

### E. Monitoring and Oversight

The Designated Institutional Official (DIO), in collaboration with the Program Director and Wellness Director, will monitor adherence to this policy and report concerns to the GMEC.

### REFERENCE:

*These guidelines, procedures, or policies herein do not represent the only medically or legally acceptable approach but rather are presented with the recognition that acceptable approaches exist. Deviations under appropriate circumstances do not represent a breach of a medical standard of care. New knowledge, new techniques, clinical data, clinical experience, or clinical or bio-ethical circumstances may provide sound reasons for alternative approaches, even though they are not described in the document.*