

# PROFESSIONAL LAPSES

## Introduction:

Internal Medicine residents in the UCLA-Olive View Internal Medicine residency are expected to behave in a professional, ethical manner in their dealings with patients, faculty, and each other. When there are lapses in professionalism, actions will be taken to review the lapse with the resident and discuss correction action.

## Definitions:

Lapses can entail but are not limited to the following:

- being late to didactic talks on a consistent basis,
- not completing senior talks,
- delinquent documentation despite warnings,
- unprofessional behavior towards attending physicians, fellows, patients, and other residents,
- not responding to patient messages or important programmatic emails and notifications,
- not answering pages when on clinic admin time or on jeopardy

## Procedures:

When there are lapses in professionalism, the following actions will be taken:

1. **First Lapse:** meeting with APD or Chief Resident
2. **Second Lapse:** meeting with PD and change in ACGME milestone evaluation
3. **Third Lapse:** Letter in Permanent File regarding Lack of Professionalism
4. **Fourth Lapse:** at risk for annual contract non-renewal or dismissal from the residency program