

## **RESIDENT GRIEVANCE PROCESS**

### **PURPOSE:**

This policy is designed to outline the process used by residents who have a grievance with the residency program or the Medical Center. Resident physicians should refer to the Resident Manual for policies that apply to concerns related to sexual harassment and equal employment.

### **POLICY:**

Should one or more resident physicians have a grievance with the residency program or the Medical Center, they should submit such grievance to their Program Director. If not resolved to their satisfaction, the resident physician may bring the matter before his/her Department Chair. If the matter is still not resolved to their satisfaction, he/she may refer the matter to the Chair of the Graduate Medical Education Committee (GMEC). The decision of the GMEC is final. Grievances addressed under these procedures include but are not limited to, working conditions, benefits and failure of GWUMC to fill its obligations to the resident under the terms of his/her residency contract.

Any resident who has reasonable concern about approaching the Program Director or Department Chair has the option of bringing the concern(s) directly to the Chair of the GMEC.

Effective: July 1, 1999

Revised, reviewed and approved: GMEC, November 15, 1999