

Icahn School of Medicine at Mount Sinai Medical Resident and Fellow Code of Conduct

As a resident or fellow of the Icahn School of Medicine at Mount Sinai, I accept the responsibility and privilege of graduate medical education, caring for patients, interacting with students, peers, faculty, staff, and colleagues, serving the community, society and the profession, learning from my preceptors and faculty, and teaching others.

I commit myself to upholding the highest standards of ethics and integrity and to act with compassion towards others. I will always strive to maintain the highest level of professionalism. I will adhere to the following standards, which I will apply to my graduate medical education, scholarly activities, and clinical encounters.

- I will be truthful with patients, families, students, peers, faculty, staff, and members of the patient care team.
- I will treat patients, families, students, peers, faculty, staff, and members of the patient care team with respect and dignity.
- I will not tolerate discrimination in patient care or the educational environment.
- If I believe that a patient may be receiving inappropriate care, I will discuss my concerns with a superior or report the incident through established mechanisms.
- I will conduct research in an unbiased manner and will truthfully report results.
- I will adhere to the Honor Code for any Exams or Quizzes ([ISMMS Honor Code](#)).
- If I have knowledge of a peer giving or receiving help inappropriately during an examination or quiz, I will bring the issue to the attention of the faculty, the administration, or the ombudsperson.
- I will complete clinical, academic and administrative tasks in a timely fashion.
- My demeanor, behavior, use of language, and personal appearance in the presence of patients, during conferences, and in health care settings will be appropriate to the setting.
- I will recognize my limitations, admitting when I do not know something, and will seek help when I need it.
- I have an obligation to maintain my mental and physical well-being in order to be effective as a physician, including not using alcohol or illicit drugs in any way that could interfere with my clinical responsibilities.
- I will assume an obligation to encourage impaired colleagues to seek professional help and discuss with a supervisor, the administration or ombudsperson as necessary.
- I will not use my position to engage in romantic or sexual relationships with patients or members of their families.
- I understand that my personal safety is a priority. I will seek and obtain appropriate training before working in patient care situations that may impact my wellness, and to offer immediate feedback to any other team members that are observed to be working in a potentially unsafe manner. While I am not obligated to disclose medical conditions (e.g. disabilities, pregnancy), if they impact my health or that of my patients, I will seek advice from Employee Health Services.
- I understand that Mount Sinai does not tolerate discrimination. We are dedicated to providing an inclusive environment for everyone, regardless of race or ethnicity, gender, gender identity and expression, sexual orientation, marital status, immigration status, socioeconomic status, age, disability, physical appearance, body size, or religion (or lack thereof). It is everyone's right to have their gender identity, chosen name, and desired pronouns respected in the workplace. All residents and fellows will respect this right.
- I understand that Mount Sinai has a zero-tolerance policy toward harassment or mistreatment of any person, for any reason, and in any form. Harassment includes, but is not limited to, offensive verbal comments, inappropriate images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, bullying, and unwelcome sexual attention.

Mistreatment of others includes the following:

- Threatening with physical harm
- Requiring others to perform personal services
- Subjecting others to offensive remarks related to gender, sexual orientation, national origin, race, color, religion, or any other category protected by law
- Denying opportunities for training or rewards based upon membership in a protected group
- Subjecting others to lower evaluations or grades solely because of membership in a protected group
- Public embarrassment or humiliation of others
- Subjecting others to unwanted sexual advances
- Asking to exchange sexual favors for grades or other rewards
- Subjecting foreign nationals to the threat of revoking visa status

If I witness harassment or mistreatment, I will actively intervene, through distraction, delegation, documentation, delay, direction or report it. Direct anonymous reports of harassment or mistreatment may be made here ([ISMMS Unprofessional Behavior Reporting](#)).

- I will adhere to the above Code of Conduct when representing the Icahn School of Medicine at Mount Sinai.

Official reporting may also be made to the ISMMS [ombuds office](#), the [title IX coordinator](#), or [ISMMS](#) web portals. Additional useful contacts:

Medical Education Student Affairs: student.affairs@mssm.edu
Graduate School Student Affairs: Gradstudentaffairs@mssm.edu
Graduate Student Mistreatment Panel: MRP@mssm.edu
Graduate Medical Education Office: 212-241-6694
Ombuds Office: 212-659-8848
Human Resources: 212-241-4097
Title IX contact: 212-241-0089, e-mail: TitleIX@mssm.edu
Compliance: 800-853-9212. [Compliance Online Form](#)