

Subject: GME0050 Well-Being Support for Trainees	Published Date: 01/27/2026
Graduate Medical Education	Next Review Date: 01/27/2029
Scope: SBM Stony Brook Campus	Original Creation Date: 01/17/2022

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Responsible Department/Division/Committee:

Graduate Medical Education Committee

Policy:

Stony Brook Medicine Graduate Medical Education is committed to promoting the well-being and resilience of all residents and fellows by providing specific resources within a supportive culture.

Definitions:

Well-being – a state of being comfortable, happy, physically and mentally healthy.

Resilience – the ability to withstand or recover quickly from difficult conditions.

Burnout – long term exhaustion and diminished interest in work.

Dimensions of burnout include emotional exhaustion, depersonalization, and feelings of lack of competence or success in one's work. Burnout can lead to depression, anxiety, and substance abuse disorders.

Procedures:

The physical, psychological, and emotional well-being of our trainees is of paramount importance to Stony Brook Medicine and the Graduate Medical Education Department. To that end, we provide the following resources and strategies:

Institutional Support

1. Healthier U – a university wide wellness initiative that includes programs, events, and resources available to all employees.
2. Employee Assistance Program (EAP) – highly professional, confidential, information, assessment and referral services for employees and their family members who are experiencing personal, family, or work problems that may negatively affect job performance.
3. Code Lavender - this code provides a rapid response to the emotional needs of staff after unexpected or adverse events. This service is available 24/7.
4. Resilience at The Brook – a safe, quiet environment located in the hospital where all employees are welcome to take a break, rest, and re-energize. There are massage chairs, events such as mindfulness sessions and nutrition tips, and music.
5. Facilities for lactation and safe refrigeration resources for storage of breast milk.

Graduate Medical Education Support

1. Mental health services – confidential, free of charge, counseling services which includes medication management if necessary, crisis evaluation and intervention including suicidal ideation.
2. Mayo Well-Being Index – an anonymous survey distributed to trainees twice a year which measures well being in 6 dimensions and provides resources based upon responses.
3. Fatigue mitigation – reimbursement for Uber/Lyft service for trainees to their home and back to work again.
4. GME wellness committee – monitors Mayo well being index results, creates wellness events and initiatives for trainees.
5. Call rooms.

6. SB Safe occurrence reporting system – provides avenue for reporting workplace violence/disruptive behavior events.

Each training program must create a departmental policy reflecting specific well-being.

This policy must include information on:

1. Programs and procedures that encourage optimal resident, fellow, and faculty member well-being.
2. Process for allowing residents to be given the opportunity to attend medical, mental health, and dental care appointments, including those scheduled during their working hours.
3. Programs and process for education of resident, fellow, and faculty member in identification of burnout, depression, and substance abuse, including means to assist those who experience these conditions. Residents, fellows, and faculty members must also be educated to recognize those symptoms in themselves and how to seek appropriate care.

Forms: (Ctrl-Click form name to view)

None

Policy Cross Reference: (Ctrl-Click policy name to view)

None

Relevant Standards/Codes/Rules/Regulations/Statutes:

None

References and Resources:

None