

Professionalism and Reporting Mechanisms

Professionalism

A set of values, behaviors, and skills that prioritize patient care and well-being. It is a moral compass and operational framework for the medical profession. Elements of professionalism include:

- Altruism
- Accountability
- Personal commitment to lifelong learning
- Dedication to excellence
- Duty
- Honesty and integrity
- Respect for others

The following standards of behavior are **expected** from faculty, staff, and trainees in the Renaissance School of Medicine:

- Recognize their positions as role models for other members of the health care team.
- Carry out educational, clinical, and research responsibilities in a conscientious manner, make an effort to exceed expectations and commit to life-long learning.
- Treat patients, faculty, staff and trainees with humanism and sensitivity, embracing cultural, social, age, gender, disability and economic diversity without discrimination, bias, or harassment.
- Maintain patient confidentiality.
- Be respectful of the privacy of all members of the medical campus community.
- Interact with all other members of the health care team in a helpful and supportive fashion without arrogance and with respect and recognition of the roles played by each individual.
- Provide help or seek assistance to members of the health care team who may need help to perform their professional obligations.
- Be mindful the limits of one's knowledge and abilities and seek help from others whenever appropriate.
- Abide by accepted ethical standards in scholarship, research, education and standards of patient care.

Professionalism concerns can be raised through the following avenues:

RSOM Office of Faculty Affairs: The OFA provides support, guidance, and resources for RSOM faculty

<https://renaissance.stonybrookmedicine.edu/faculty-affairs/about/personnel>

RSOM Faculty Assistance Committee: This RSOM Senate committee assists faculty in the resolution of conflicts between colleagues within or across departments

https://renaissance.stonybrookmedicine.edu/facultysenate/committees/faculty_assistance_committee

SBU Ombuds office: The office is a safe place to voice your concerns and explore options for productive conflict management and resolution <https://www.stonybrook.edu/ombuds/>

SBU Office of Equity and Access: The office handles any form of discrimination or harassment that is based on race, color, religion, sex (including pregnancy), ethnicity, national origin, age (40 or older), disability or genetic information

<https://www.stonybrook.edu/commcms/oea/>

SB Medicine Employee and Labor Relations: The office serves a primary role in advising supervisors on matters of contract interpretation and application for State employees. It also reviews employee relations policy for Research Foundation employees which recognizes the rights and responsibilities of labor and management. Issues may include: Time and attendance, counseling techniques, addressing grievances, interpreting union contracts, interacting with unions, pursuing disciplinary action. <https://www.stonybrook.edu/employee-labor-relations/contact>

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Concerns about Professional Behavior*

It is the expectation of the medical staff that its members behave in a courteous, cooperative and professional manner to promote optimal and safe patient care by promoting a safe, cooperative and professional health care environment to prevent, and to the extent reasonably possible, to eliminate conduct that disrupts the operation of the hospital or affects or interferes with the ability of others to carry out their jobs.

Disruptive Behavior is defined as any conduct or behavior by an individual in the organization that demeans, intimidates, frightens or threatens a targeted individual or group and that would be perceived as such by a reasonable person.

Complaints about disruptive physicians, dentists, physician assistants, specialist assistants, psychologists, acupuncturists, podiatrists, speech and language therapists, audiologists, optometrists, nurse midwives, nurse practitioners and licensed clinical social workers psychotherapy privileges, nurse anesthetists and first assistants may be brought to either the Chief-of-Service, the Immediate Supervisor, or CMO.

Complaints will then fall under either Medical Staff Bylaws or Administrative Policy and Procedure LD0076. Consistent with Section 7 of the Medical Staff Bylaws information or complaints about a member of the medical staff regarding improper conduct may be made to the medical board, CMO, Chief-of-Service or CEO. The information or complaint may be in writing or provided verbally. If the complaint is made verbally, then the person receiving it shall document the complaint on the medical staff conduct review and tracking form and shall forward a copy to the CMO.

SBUH prohibits retaliation against those who report or cooperate in the investigation of disruptive behavior.

Complaints about disruptive behavior of residents/fellows may be brought to the Program Director or the Designated Institution Official (DIO) who will follow up with the residency program and/or ACGME guidelines for responding to and management of resident/fellow conduct issues.

Contact CMO:

Email: Jonathan.Buscaglia@stonybrookmedicine.edu

Office: 631-444-9148

Special situations:

Any form of discrimination or harassment that is based on race, color, religion, sex (including pregnancy), ethnicity, national origin, age (40 or older), disability or genetic information is referred to the Office of Equity and Access. Incidents of sexual harassment, discrimination, or other violations of law are referred to the Office of Equity and Access

<https://www.stonybrook.edu/commcms/oea/>

*Based on the Disruptive Practitioner Policy of May 2024