Code of Conduct
Columbia St. Mary’s Podiatric Medicine and Surgery Residency Program

Columbia St. Mary’s (“CSM”) is committed to the core values of Respect, Commitment to Excellence, Integrity, Creativity, and Service. Toward that end, all residents shall conduct themselves in a professional and cooperative manner in the hospital and its affiliate facilities.

As a contracted employee of CSM, I understand that I must treat others with respect, courtesy, and dignity while conducting myself in a professional and cooperative manner.

I further understand that incidents of disruptive, unprofessional conduct will not be tolerated and may become the cause for review with the possible results being immediate discipline, up to and including termination of employment.

Columbia St. Mary’s is also committed to a culture of safety and quality. Faculty will work to improve individual and aggregate performance through non-punitive approaches by providing appropriate feedback that allows each resident the opportunity to grow and develop in his or her capabilities to provide safe, outstanding patient care and valuable contributions to our hospital and community.

While practicing under faculty supervision at Columbia St. Mary’s, including its affiliate facilities, I agree to uphold the following professional standards:

Relationships:

Under faculty supervision:
1. Speak respectfully to patients, families, nurses, hospital personnel, colleagues, students, and other healthcare providers;
2. Avoid remarks that may be perceived by others as belittling, berating, intimidating, or threatening;
3. Abstain from inappropriate actions, gestures, or physical contact with other individuals (e.g. intimidating or threatening actions or contact) as well as “sexual harassment,” which is defined as any verbal and/or physical conduct of a sexual nature that is unwelcome and offensive to those individuals who are subjected to it or who witness it;
4. Use appropriate organizational processes and structures for expressing concerns about the safety and/or quality of care, patients, families, nurses, hospital personnel, colleagues, students, and other healthcare providers. Neither public places nor the health record are appropriate forums for voicing concerns;

Technical Quality of Care:

Under faculty supervision:
5. Support evidence-based practice;
6. Achieve clinical outcomes that consistently meet or exceed generally accepted podiatric standards as defined by comparative data, professional literature, and evaluation results;
7. Integrate disease prevention strategies into clinical practice;
8. Provide safe, appropriate, timely, effective, and efficient care;
9. Provide for patient comfort, including prompt and effective management of acute and chronic pain according to accepted guidelines in the professional literature;
Quality of Service:

Under faculty supervision:
10. Ensure timely and continuous care of patients, including regular communication to patients and families;
11. Ensure that each patient is evaluated as often as necessary, and in accordance with organizational policies;
12. Ensure timely communication with other members of the health care team;
13. Ensure timely response to ancillary staff requests to patient care needs;

Patient Safety and Rights:

Under faculty supervision:
14. Support the “culture of safety initiatives” and abide by the “Red Rules;”
15. Follow CDC guidelines to reduce infections;
16. Make complete, timely, and appropriate entries to the medical record in accordance with organizational policies;
17. Respect patient privacy, rights, and responsibilities;

Resource Utilization:

Under faculty supervision:
18. Strive to provide value-based care, including efficient and effective use of resources;

Citizenship:

Under faculty supervision:
19. Respond to performance data and evaluations in a timely and cooperative manner;
20. Manage conflicts of interest appropriately, including the duty to recognize and disclose financial interests to CSM and/or patients in accordance with organizational policies;
21. Participate in educational opportunities;
22. Abide by the mandatory safety training requirements
23. Abide by the requirements of the Columbia St. Mary’s Corporate Responsibility Program; and
24. Abide by the Ethical and Religious Directives as they apply to practice at Columbia St. Mary’s.

I hereby agree to abide by the spirit and intent of this Code of Conduct.

Applicant’s Name (please print)

Applicant’s Signature ___________________________ Date ___________________________

New: 10.02.09
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