



VALLEY HEALTH TEAM
Family Medicine Residency Program

Section:	<i>Sponsoring Institution</i>
Document Number:	<i>GME0027</i>
Title:	<i>Resident Retreats</i>
Responsible Department:	<i>Graduate Medical Education</i>
Created:	<i>01/25/2018</i>
Revised:	<i>09/29/2020</i>
Superseded:	<i>03/01/2018</i>
GMEC Approved:	<i>10/20/2020</i>
Board of Directors Approved:	<i>10/22/2020</i>
Effective:	<i>10/23/2020</i>
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POLICY:

Resident Retreats

SCOPE:

This policy applies to all Valley Health Team, Inc. (VHT) residencies and fellowships accredited by the Accreditation Council for Graduate Medical Education (ACGME).

PURPOSE:

In the context of these guidelines, a resident retreat is defined as a formal event that takes place outside of the typical resident workplace/duties, provides both educational and team building activities, and includes a request to the Institution for financial and/or administrative support for the event. These events will be planned at the program level, and a proposal submitted to the GME Office for approval of requested resources. Informal social activities planned for hours before or after the formal retreat agenda hours are not covered by these guidelines.

Guidelines:

1. To respect Valley Health Team, Inc. policy and appropriate academic values, alcohol will not be allowed during the formal retreat. The restriction on alcohol applies during the formal hours of the retreat, as this is considered a Valley Health Team sanctioned event.
2. To respect concerns about safety and well-being of all participants, water activities (e.g., swimming, diving, jet skiing, etc.) other potentially dangerous activities (hikes, mountain climbing, biking, zip lining, strenuous obstacle courses, etc.) or overnight activities may not be allowed during formal retreat hours. Individuals will bear personal responsibility for their actions or inactions once the retreat is over. However, the institution strongly recommends for everyone's well-being that all safety precautions be taken even after the formal retreat is over. Following the conclusion of the formal retreat, program directors have the discretion to make all residents free of any work related activity for the remainder of the 24 hours.
3. A resident retreat should have valuable educational components. This may also include (but is not limited to) having guest speakers on topics of interest to the attendees and/or discussions about resident well-being, stress management, relationship skills, sleep deprivation, leadership skills, career planning, debt management, etc.

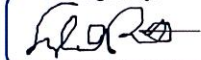


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4. Team-building, networking, bonding, and other activities to promote wellness and fellowship are allowed as part of the resident retreat. It is expected that such activities will be "safe for all". Content or activities should not be objectionable to any individuals in attendance, and there should be no pressure for any individual to participate if they are not comfortable doing so.
5. Content and activities should: a) follow institutional policies and venue policies to ensure an environment that is safe and free of discrimination, b) not violate any Federal or State laws, c) support professionalism expectations of physicians-in-training, d) when appropriate, be supported by existing scholarly literature and/or be facilitated by an experienced scholar/clinician.
6. The venue for the formal retreat should provide an appropriate environment that is conducive to learning and fellowship (e.g. availability of restroom facilities, seating, appropriate audiovisual technology capability, protection from the weather, etc. Within the parameters described in the preceding paragraph, both on-campus and off-campus venues are allowable.
7. While residents/chief residents may steward the responsibility of leading the planning and implementation of the event, the retreat should formally be under the direction and guidance of the Program Director or an assigned faculty member from the respective program.
8. A completed proposal form and budget will be submitted through the respective program coordinator for approval by the DIO no less than 3 months prior to the scheduled event.

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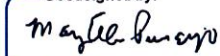
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Soyla A. Reyna-Griffin, CPA
Chief Executive Officer



Date

DocuSigned by:



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Mary Ellen Pumarejo
President, Board of Directors



Date