

New York Presbyterian Hospital/Columbia University Medical Center

**THORACIC SURGERY RESIDENCY PROGRAM
POLICIES AND PROCEDURES**

GRIEVANCE POLICY AND PROCEDURE

POLICY:

It is the policy of the program to provide a fair and consistent method for the objective review of resident concerns, without fear of reprisal. The resolution of such concerns will be consistent with established Institutional GME polices and the applicable law.

APPLICABILITY:

All Thoracic Surgery Residents & Fellows

PROCEDURE:

A Grievance is an expression of dissatisfaction regarding any of the following:

- a) The resident's written contract;
- b) Duties assigned to a resident;
- c) Performance reviews or evaluations;
- d) An issue regarding non-renewal of a resident's appointment;
- e) Discrimination of any type;
- f) Application of policies.

The resident should consult with the program director to resolve such concerns. If the resident feels that discussions of a particular problem with the program director would be inappropriate or is unable to resolve his/her problem, a written statement should be submitted to the Director of GME, who will facilitate the process for the NYPH GME Grievance Policy & Procedure.

Approved: Craig R. Smith, M.D. Program Director	Date: REVISIED 8/04	Page: 1 of 1
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