

Departmental Policy Title	Well-being Policy - GME	Policy ID	17709
Keywords	wellness, wellbeing, fatigue, resource, burnout, resilience, resilient		
Department	Graduate Medical Education (GME)		

I. Purpose of Policy

This policy identifies the ways in which Mary Hitchcock Memorial Hospital and Accreditation Council for Graduate Medical Education (ACGME)-accredited training programs at Dartmouth Hitchcock support Resident well-being

II. Policy Scope

This policy applies to Residents, Faculty, Program Directors, Program Coordinators, and Graduate Medical Education (GME) staff at Dartmouth Hitchcock.

III. Definitions

- a. **Birth Parent:** A person who gives birth to a child conceived by natural or artificial insemination, in vitro fertilization, or pre-embryo transfer.
- b. **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.
- c. **Non-Birth Parent:** A parent who raises a child but did not physically give birth to the child.
- d. **Resident:** Any physician in an ACMGE-accredited graduate medical education program including residents and fellows.
- e. **Well-being:** Refers to the state of being healthy, happy, and successful. Well-being may be positively increased by interacting with patients and colleagues at work, being intellectually stimulated and by feeling that one is making a difference/helping. In addition, self-care activities, including exercise, getting plenty of rest and connecting with others, is beneficial.

IV. Policy Statement

Mary Hitchcock Memorial Hospital, Dartmouth-Hitchcock and the ACGME-accredited training programs therein recognize that balancing specialty/subspecialty training with family and personal health and well-being can present unique challenges. We are committed to safeguarding a Resident's health and well-being.

Time Away from Training: When residents are unable to attend work due to circumstances such as fatigue, illness, family emergencies, or parental responsibilities, the program will allow an appropriate length of absence from patient care responsibilities. Programs should clearly define, in their “Time Away” policy, the process a Resident should use to request time away. Programs must also abide by specialty specific Board requirements for the number of total days away from training a Resident may take to be Board-eligible upon graduation.

- **Clinical Coverage:** There are circumstances in which a Resident may be unable to attend work, including but not limited to fatigue, illness, pregnancy needs, and family emergencies.
 - Each program must state in their “Time Away” policy the process for ensuring coverage of patient care if a Resident is unable to perform their patient care responsibilities and when implemented is without fear of negative consequences to the Resident.
- **Appointments:** A Resident must have the opportunity to attend medical, mental health, and dental care appointments, including those scheduled during their work hours. A Resident should follow the program’s defined process for requesting time away.
- **Sick/Flex Days:** A Resident is encouraged to utilize their Sick/Flex Days as needed. Refer to the “Time Away from Training Policy – GME” for more information.
- **Vacation Days:** A Resident is encouraged to schedule and take their vacation days each year. Refer to the “Time Away from Training Policy – GME” for more information.
- **Interview Days:** The Program must define the number of interview days a Resident may schedule and any additional considerations within the program specific to the program’s time away policy.
- **Leaves of Absence:** A Resident is encouraged request a leave of absence as necessary to support their health and wellbeing, provided they meet the eligibility requirements under applicable policies. Refer to the Time Away from Training Policy – GME and institutional leave policies for more information regarding available leave options.

Support for Birth and Non-Birth Parents: The Program Director or their designee must work with a Birth Parent to reduce or eliminate exposure to teratogens, radiation, and infectious diseases as applicable and possible. Considerations for modifying rotations and amending call schedules as well as defined breaks for rest, nourishment, lactation and voiding during pregnancy may be needed during pregnancy and upon return to work.

- The Program Director or their designee in conversation with the Resident should determine how to best manage exposures, call/rotations, appointments, and other needs including lactation. A Resident is encouraged to connect with their Program Director as soon as they feel able to disclose their pregnancy.
- Refer to the “Supporting Residents During and Post Pregnancy Job Aid” for more information on best practices.

Fatigue: Each Resident and core faculty member completes an annual learning module on sleep alertness and fatigue mitigation. In addition, if a Resident is too fatigued to work during and/or after a clinical shift, a transportation to and from their home is available or a back.

Concern for Self or Others: A Resident is encouraged to alert their Program Director, a faculty mentor or Chief Resident when they have concern for themselves, a Resident colleague or a faculty member displaying signs of Burnout, depression, substance abuse, suicidal ideation or potential for violence, or no-shows to a shift.

- The GME Office maintains a “No-Show Protocol” as well as “Crisis Guidelines” for programs to follow in these types of events and connects directly with internal and external resources as necessary to support the Resident and program.

V. References

Institutional Requirements. Retrieved from ACGME.org: [Institutional Requirements](#)

Common Program Requirements. Retrieved from ACGME.org: [Common Program Requirements](#)

Responsible Owner:	Graduate Medical Education	Contact:	Karen Miller
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Related Policies & Procedures:	Time Away from Training Policy - GME Work Hour Policy - GME		
Related Job Aids:			