SCHOOL *of* OSTEOPATHIC MEDICINE

Policy Title:	Fatigue Mitigation, Mental Health, Wellness Faculty, Staff, UIW Residents (UIW Employees)
Functional Area:	Academic and Human Resources
Status:	Final
Effective:	**12/01/2017**
Approved by:	UIWSOM Leadership Council
Policy Contact:	Office of Graduate Medical Education
Responsible Office:	Human Resources
Last Reviewed/Updated:	2/21/2024

Purpose: The purpose of this document is to publish and follow policies related to the UIW resident employees, faculty, and staff regarding fatigue mitigation, mental / behavioral health, and wellness. UIWSOM also works with the UIW Human Resources Department to assist in facilitating UIW resident, faculty and staff fatigue mitigation, behavioral health, and wellbeing.

Policy Statement:

1) Description

UIW employees and their household members are eligible for help with personal and work-related problems through Mutual of Omaha Employee Assistance Program (EAP).

2) Primary Goal

EAP provides employees and their families with guidance and support for a wide range of personal and work-related issues. This includes support of emotional well-being, health and wellness resources, family and caregiving resources and referrals, legal consultation, and financial counseling, and convenience resources.

3) Methods

EAP resources include:

a. Emotional Wellbeing
    i. 24/7 support for relationship difficulties, mental health concerns, grief and loss, addiction, stress and family issues with five free sessions of confidential counseling for the employee and household members.
b. Health and Wellness
    i. Walking and fitness programs, diet and nutrition, smoking cessation, stress management, chronic disease, gym membership, and support groups.
c. Fatigue Mitigation

i. Referrals are available for chore services, moving and relocation, event and party planning, travel and safety, child and elder care.

ii. Fatigue mitigation ACGME requirements will be met by the following processes:
    a) Educational experiences that promote understanding of fatigue and fitness for duty.
    b) In accordance with duty hours and transition of care requirements, each institution will develop and promote a process in place to ensure continuity of patient care in the event that resident may be unable to perform patient care duties due to fatigue, illness, or other impairments
    c) Residents must be educated concerning possible short-term strategies for counteracting sleep deprivation symptoms, such as napping and occasional moderate use of caffeine.
    d) Residents must demonstrate compliance with their responsibility for their own health and well-being by careful management of their time before, during, and after duty hours.

Sources

1. UIW EAP Program for employees including UIW residents
   Further information can be found at:
   https://www.mutualofomaha.com/eap/
2. UIW Human Resources Handbook
   http://www.uiw.edu/hr/benefits/resourcesforliving.html
3. ACGME Institutional Requirements, effective July 1, 2022. Available at:
   https://www.acgme.org/programs-and-institutions/institutions/institutional-application-and-requirements/.