



Policy Title: Fatigue Mitigation, Mental Health, Wellness
Faculty, Staff, UIW Residents (UIW Employees)
Functional Area: Academic and Human Resources
COCA Element: 5.3

Status: Final
Effective: 12/01/2017
Approved by: Leadership Council
Policy Contact: Office of Graduate Medical Education
Responsible Office: Human Resources
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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 Met Life 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: www.metlifeeap.com
2. UIW Human Resources Handbook
<http://www.uiw.edu/hr/benefits/resourcesforliving.html>
3. ACGME Institutional Requirements, effective July 1, 2015. Available at: http://www.acgme.org/Portals/0/PDFs/FAQ/InstitutionalRequirements_07012015.pdf. Accessed October 20, 2017