

## GRIEVANCES

Residents may raise and resolve issues without fear of intimidation or retaliation. The DIO and the chair of the Graduate Medical Education Committee maintain an open door policy. Additional mechanisms for communicating and resolving issues include the following:

- Grievances regarding academic or other disciplinary actions are processed according to the Graduate Medical Education Academic Appeal Policy available on the GME website.
- Grievances related to the work environment or issues concerning the program or faculty that are not related to disciplinary or academic adverse actions can be addressed by discussing problems with a chief resident, program director, departmental chair, individual program education committees, or resident members of the GME Committee, or GME Administration.
- GMEC resident representatives host a Housestaff Association Open Forum once a year. This resident-led forum provides an opportunity for all housestaff to discuss issues or topics of mutual concern. Residents are encouraged to contact members of the Advisory Council to express concerns or to provide input regarding educational issues, the work environment, or other areas of concern. The names of Council members are available on the GME website at [www.uthsc.edu/gme](http://www.uthsc.edu/gme).
- Residents may also submit comments or concerns anonymously through the [Resident Comment Form](#) on the GME website.
- Individual programs may have more extensive grievance policies and procedures and will make them available to all residents and faculty.

Any complaints of illegal discrimination are processed in accordance with the University's EEO/Affirmative Action policies and should be directed to the Office of Equity and Diversity, 920 Madison Avenue, Suite 825; 901-448-2112.