

TRAINING PROGRAM POLICY for Michigan Medicine/VA Ann Arbor Healthcare System Network of Postdoctoral Programs in Psychology		
Code of Conduct Policy		
Date Initiated: 07/14/2021	Last Revised: 08/01/2021	PTC Approval: 07/23/2021

The Network of Postdoctoral Psychology Programs Code of Conduct will address fellow professionalism concerns across all of the postdoctoral training programs, including in areas of clinical care, participation in educational activities, administrative expectations, and treatment of peers, patients, students, and staff encountered in the course of fellowship; issues that may impact the fellow’s licensure or professional reputation; and situations that may affect the reputation of the postdoctoral programs or medical centers.

The Code of Conduct policy shall be enacted if any of the following issues arise during fellowship related to the Core Competency of Individual Professional Development:

- Unprofessional behavior on a clinical service;
- Mistreatment of any patient, staff member, peer, faculty, or student;
- Failure to comply with expectations regarding rotations or other fellowship-required activities;
- Engaging in deceptive or false documentation of activity in the fellowship;
- Failure to meet attendance expectations at required educational activities;
- Failure to comply with expectations of program/institutional clinical and employment documentation standards regarding:
 - Work hours;
 - Evaluations;
 - Supervision;
 - Medical records;
 - Employment documentation;
- Inappropriate use of allotted paid time off as specified in the relevant institutional policies (e.g., sick days, paid leaves).

Reporting and Recommendation Process

1. Psychology postdoctoral fellowship staff, faculty, clinical staff, other postdocs, or other individuals may report concerns to postdoc leaders or staff.
2. Learners may report anonymously through evaluations.
3. Concerns will be reviewed initially by the network director and relevant training program director, who will determine whether to intervene informally or bring the matter to the Psychology Training Committee for consideration of formal corrective action.
4. The Psychology Training Committee will address issues following existing procedures as specified in the Fellow Evaluation, Feedback, Retention, and Termination Policy.

Reports made anonymously will not result in formal action without appropriate investigation and independent evidence of a violation.