


Title: Graduate Medical Education - Anonymous Evaluations of Residents - Policy

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I. Policy Statement

- a. The purpose of this policy is to establish institutional standards that regulate procedures and processes for maintaining the anonymity of health care professionals and co-workers, other than faculty, with regard to evaluation of resident performance.
- b. This policy is important because evaluators must be assured of anonymity to ensure honest and accurate evaluations of resident performance without fear of retaliation.

II. Definitions

- a. Not Applicable.

III. Process/Content

- a. The Accreditation Council for Graduate Medical Education (ACGME) requires that faculty members sign all evaluations which they complete regarding the performance of residents under their supervision.
- b. Programs may elect to also have additional health care staff evaluate the resident, including peers or other co-workers (i.e., nursing staff, techs).
- c. Evaluations of resident performance completed by peers or other co-workers must be kept anonymous to the resident for whom the evaluation is being performed, to the extent possible under the law.
- d. Anonymity may be maintained by having a summary of these evaluations prepared by the program director or coordinator, which is then placed in the records file of the resident.
- e. The evaluation instrument itself may be destroyed or, if kept, assurance should be made that the anonymity of the evaluator will be maintained.

IV. Attachments

- a. Not Applicable.

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- V. References, Regulatory References, Related Documents, or Links**
 - a. Not Applicable.