



Pediatric Residency Program

Honor Code

The **faculty and residents** of the All Children's Hospital Johns Hopkins Medicine Department of Pediatrics are expected to understand and accept the responsibilities associated with their profession. Recognizing that all persons have their own beliefs and values, one must also realize that medicine as a profession expects the highest level of competence with regard to knowledge, skills, attitudes and behavior in the care of patients and in dissemination of knowledge. The essence of medicine is embodied in the concept of professionalism.

Professionalism aspires altruism, reliability and responsibility, compassion and empathy, respect for others, honesty and integrity, self-improvement, self-awareness and knowledge of limits, and communication and collaboration.

Altruism is the essence of professionalism. The best interest of patients, not self-interest, is the rule.

Reliability and responsibility are the free and eager acceptance of a commitment to service. This commitment entails being available and responsive when "on call", accepting inconvenience to meet the needs of one's patients, enduring risks to oneself when a patient's welfare is at stake, advocating the best possible care regardless of ability to pay, seeking active roles in professional organizations, and volunteering one's skills and expertise for the welfare of the community. Physicians are accountable to their patients for fulfilling the implied contract governing the patient/physician relationship. They are also accountable to the society for addressing the health needs of the public and to their profession for adhering to medicine's time-honored ethical precepts.

Compassion and empathy are crucial components of the practice of medicine. One must listen and respond kindly to the concerns of patients and family members and appropriate relief of pain, discomfort, and anxiety should be addressed in each case.

Respect for others (patients and their families, other physicians and professional colleagues such as faculty, nurses, medical students, fellows, and other residents) is the essence of humanism, and humanism is both central to professionalism and fundamental to enhancing collegiality among physicians.

Honesty and integrity are the consistent regard for the highest standards of behavior and the refusal to violate one's personal and professional codes. Honor and integrity imply being just, being truthful, keeping one's word, meeting commitments, and being straightforward. They also require recognition of the possibility for conflict of interest and avoidance of relationships that allow personal gain to supersede the best interests of the patient.

Self-improvement entails a conscientious effort to exceed ordinary expectations and to make a commitment to life-long learning. Commitment to excellence must be an acknowledged goal for all physicians.

Self-awareness and knowledge of limits involves recognizing the need for guidance and supervision when faced with new or complex responsibilities. One must be insightful regarding the impact of one's behavior and decisions and be cognizant of appropriate professional behavior and boundaries.

Communication and collaboration is critical in providing the best care for patients. One must work cooperatively and communicate effectively with patients and their families and with all health care providers involved.

Explicit components of Honor Code include the following:

1. Residents must recognize the right of all individuals, including one's peers, to be treated in a respectful manner, without regard to race, age, gender, disability, national origin, religion, or sexual orientation. Unacceptable behavior includes (but is not limited to) racial, sexist or religious slurs, racial or sexual harassment and physical violence or threats of violence or suppression of rights and intellectual freedom in any way.
2. Patients' privacy, modesty, and confidentiality must always be honored. Patients must be treated with kindness, gentleness, dignity, empathy, and compassion. Patients should not be publicly identified without adequate justification or permission.
3. Appearance, speech, and behavior should be above reproach during patient care activities. Identification badges issued by USF and by affiliated hospitals should be clearly displayed. Dress and personal hygiene should be appropriate and acceptable for professional activities.
4. Residents must have consistent regard for the highest standards of behavior. This implies (but is not limited to) being fair, telling the truth, and being forthright in interactions with patients and peers and in all professional work, whether through documentation, personal communication, presentations, research, or other aspects of interaction.
5. Residents must perform all of their duties as scheduled by the chief residents and assigned by faculty. They are expected to be on time to all events including scheduled conferences, meetings and clinical assignments.
6. All property, both intellectual and physical, must be respected and never plagiarized, stolen, defaced, or treated in a disrespectful manner. Property refers to books, other instructional materials, any program or personal property and any written or electronically stored material other than a student's own.

The same personal integrity that promotes honesty should also promote reporting of any infraction of the Residency Program Honor Code. All faculty members and residents are encouraged to take concerns, conditions or situations that may lead to a violation of the Honor Code to the Residency Program Directors.

Signature

Date

