

DIGNITY HEALTH EAST VALLEY
GRADUATE MEDICAL EDUCATION OFFICE

GRADUATE MEDICAL EDUCATION MANUAL

Title: Insurance and Benefits Information	
<i>Policy #: IV.F</i>	
<i>Date(s) Reviewed and/or Revised: 2/19/2020, 1/8/24</i>	<i>Date Approved by GMEC: 2/19/20, 1/9/24</i>

I. Purpose

This policy defines the insurance coverage provided to individuals employed in graduate medical education (GME) programs at Dignity Health East Valley.

II. Scope

The policy applies to all Dignity Health East Valley residents, fellows and their respective training programs.

III. Malpractice-Liability Insurance

Dignity Health East Valley will provide liability insurance (malpractice) for house staff physicians throughout the course of their training. The liability insurance provides for the legal defense and protection of residents and others from claims reported or filed during and after the completion of GME training, if the alleged acts or omissions of the resident are within the scope of Dignity Health East Valley's education program. This commitment will be documented in the resident's contract and will include information on covered and noncovered (e.g., moonlighting) items. This coverage shall be provided at no charge to the house staff physician.

IV. Additional Benefits

In addition to liability insurance, house staff physicians will have options for health insurance coverage (e.g., vision, dental, pharmacy, medical) and short- and long-term disability made available to them consistent with all other Dignity Health East Valley employees. This commitment will be included and referenced in the house staff physician's contract.

House staff physicians will also have access to an employee assistance program (EAP). The EAP is a voluntary, confidential assistance program offered to all DHEV employees and household members. Counseling is available for a variety of concerns, including but not limited to financial issues, legal problems, alcohol and drug abuse, marital problems, illness affecting the individual or the family, or psychological issues (depression, stress, concern). All conversations are strictly confidential, as are referrals to care providers to provide specific, specialized ongoing support and care.

Utilizing the EAP option will not adversely impact a resident's job security or progression; however, participation does not insulate or protect an employee from the need to maintain satisfactory job performance and job attendance.

V. Amendments or Termination of This Policy

Dignity Health East Valley reserves the right to modify, amend, or terminate this policy at any time.