



OMEKO

Graduate Medical Education Policy

Approved by the GMEC (Graduate Medical Education Committee) on August 26, 2025

Effective Date: July 1, 2020

Review Date: August 26, 2025

Next Review Date: August 2030

Policy Title: Disasters, Continuation of Trainee Salary, Benefits, and Assignments Policy

Purpose: To describe the methods of Disasters, Continuation of Salary Benefits and Assignments for Trainees.

Policy Type: Sponsoring Institution/Sponsored Program Policy

During a disaster or other substantial disruption in patient care, Program Directors, or their designees, working with Program Site Directors (as applicable) shall take an immediate accountability of the location and safety of all Trainees affected by the disaster or interruption. Program Directors will contact the DIO (Designated Institutional Official) to confirm the safety of all residents. All ACGME (Accreditation Council for Graduate Medical Education) Requirements continue to apply. The Program Director and/or designated Site Director at each participating site will be responsible for determining the operational status of each participating site and advise the Program Director or DIO, as applicable, of any necessary relocation of Trainee education and patient care activities because of the disaster or disruption

1. If a disaster seriously degrades the ability of any of the Sponsored Programs to carry out its mission (high quality patient care, education, and research), the Trainee, physicians and faculty will perform all duties as outlined in local disaster plans until the acute case of the disaster is over.
2. As soon as possible a determination will be made by leadership as to whether the individual training programs will be able to provide an adequate educational experience that will assure that Trainees can complete their program requirements within the standard time required. Within ten days after the declaration of a disaster, the DIO will contact ACGME to discuss due dates that ACGME will establish for the programs, to include program reconfigurations. The DIO will communicate the Sponsoring Institution decisions as quickly as possible to the GMEC, Program Directors and Trainees, and will serve as the primary institutional contact with the ACGME regarding the issues addressed in this policy. ACGME will provide phone numbers and email addresses for emergencies and other communications on its website for DIO's, program directors and Trainees. OSU-CHS/OMEKO will also provide appropriate information for Trainees on its website.

3. If the DIO and GMEC determine that the Sponsored Program can no longer provide an adequate educational experience for its Trainees, the Sponsoring Institution will, to the best of its ability, arrange for the temporary transfer of the Trainee to programs at other Sponsored Programs and their related sites or other Sponsoring Institutions until such time as the affected site is able to resume providing the experience. Trainees who transfer to other programs as a result of a disaster will be provided by their Program Directors with an estimated time that relocation to another program will be necessary. Should that initial time estimate need to be extended, the Trainee will be notified by their Program Directors using written or electronic means identifying the estimated time of the extension. OSU-CHS/OMECO will provide information concerning continuation of salary, benefits, and assignments during this period of interruption.
4. If the disaster prevents OSU-CHS/OMECO from re-establishing an adequate educational experience within a reasonable amount of time following the disaster, then permanent transfers will be arranged. The DIO will be responsible for coordinating the transfers with ACGME. OSU-CHS/OMECO will provide information concerning continuation of salary, benefits, and assignments during this period of interruption.
5. If a disaster affects other teaching institutions, OSU-CHS/OMECO will do all it can do to accept residents from the program and provide a sound training environment.
6. Each Sponsored Program must protect the academic and personnel files of all residents from loss or destruction by disaster. All electronic files will have off-site backup.

If there are discrepancies between Sponsored Program and Sponsoring Institution policies, in general the stricter of the two policies will apply; however, the Sponsoring Institution and the Sponsored Programs will work collaboratively to come to consensus in areas of debate.

References

4.14.. Substantial Disruptions in Patient Care or Education: The Sponsoring Institution must maintain a policy consistent with ACGME Policies and Procedures that addresses support for each of its ACGME-accredited programs and residents/fellows in the event of a disaster or other substantial disruption in patient care or education. (Core)

4.14.a. This policy must include information about assistance for continuation of salary, benefits, professional liability coverage, and resident/fellow assignments. (Core)