

**ATRIUM HEALTH CABARRUS
GRADUATE MEDICAL EDUCATION**

RESIDENT/FELLOW INSTITUTIONAL LEAVE POLICY

Atrium Health Cabarrus GME programs will all comply with current ACGME minimum standards which include the following:

- Six weeks of approved medical, parental, and caregiver leave(s) of absence for qualifying reasons that are consistent with applicable laws at least once and at any time during an ACGME-accredited program, starting the day the resident/fellow is required to report;
- Provide residents/fellows with at least the equivalent of 100 percent of their salary for the first six weeks of the first approved medical, parental, or caregiver leave(s) of absence taken
- Provide residents/fellows with a minimum of one week of paid time off reserved for use outside of the first six weeks of the first approved medical, parental, or caregiver leave(s) of absence taken
- Ensure the continuation of health and disability insurance benefits for residents/fellows and their eligible dependents during any approved medical, parental, or caregiver leave(s) of absence.

Resident and Fellow vacation/PTO policies will be determined by the individual program and governed by specialty certification requirements.

If and how leave impacts advancement and graduation will be determined by the program director, in consultation with the Clinical Competency Committee. Expected impact on advancement and graduation must be clearly communicated to the resident or fellow prior to the leave or as soon as feasible for unplanned leaves.

Policies will be provided to residents and fellows during the application process and be detailed in employment contract.

Extended leave and FMLA will follow all Atrium Health policies.

Erika Steinbacher, MD

Erika Steinbacher, MD
Designated Institutional Official
Atrium Health Cabarrus

9/7/2023 | 09:21:49 EDT

Date

Asha Rodriguez

Asha Rodriguez
Facility Executive
Atrium Health Cabarrus

9/7/2023 | 10:08:57 EDT

Date