



<b>University of Kentucky / UK HealthCare Policy and Procedure</b>	<b>Policy PH09.03.110</b>
<b>Title/Description:</b> Fraternalization Policy – Pharmacy Residents	
<b>Purpose:</b> To foster professional working relationships and a professional work environment and to establish procedures for avoiding or correcting situations which might result or appear to result in favoritism, preferential treatment, or conflicts of interest.	

**Related Policies:** University of Kentucky HR Policy and Procedure #19: Nepotism

<https://www.uky.edu/hr/policies/nepotism>

[HR Policy and Procedure #62: Corrective Action](#)

**Definition:** For purposes of this policy, fraternization is defined as a close personal relationship, including those of consensual romantic or sexual nature, that could impact, or give the appearance of impacting, an individual's ability to conduct their professional responsibilities in an unbiased and fair manner.

**Procedures:**

1. The Department of Pharmacy strongly urges those in positions of authority not to engage in fraternization with a person they are in a position of evaluating.
2. Those involved in a relationship, that could be considered fraternization, with a resident whom they have supervisory or responsibility over must:
  - a. Immediately disclose the relationship to an appropriate official which includes: their supervisor, the resident's Residency Program Director, and Director of Pharmacy Services
  - b. Must not evaluate the performance of the other person or make any recommendation affecting the other person's position including, but not limited to, employment, compensation, promotions, or assignments.
    - a. An involved individual may provide teaching activities involving the other individual in the relationship, however the policy prohibits any evaluation component. The Residency Program Director or designee will take responsibility for any evaluations in the event of a conflict.
      - i. It is advisable for the parties to be separated in situations where precepting is necessary whenever possible (i.e. Assign another preceptor in the area to work with the other party when possible)
    - b. Individuals involved must recuse themselves from discussions related to the trainee's participation in the GME program (example: must leave the meeting during Quarterly evaluations, job interviews, etc.)
3. In cases where both parties in the relationships are residents, items detailed in #2 apply, but also in specific reference to participation in interviews for early acceptance, PGY2 interviews, or pharmacist positions after graduation.

**Failure to Comply:**

1. A preceptor, program director, or resident who fails to comply with this policy is subject to corrective action. [\[ HR Policy and Procedure #62: Corrective Action\]](#)

<b>Persons and Sites Affected</b> <input type="checkbox"/> Enterprise <input type="checkbox"/> Chandler <input type="checkbox"/> Good Samaritan <input type="checkbox"/> Kentucky Children's <input type="checkbox"/> Ambulatory <input checked="" type="checkbox"/> Department Pharmacy Services	
<b>Policies Replaced - New Policy</b> <input checked="" type="checkbox"/> Chandler <input type="checkbox"/> Good Samaritan <input type="checkbox"/> Kentucky Children's CH <input type="checkbox"/> Ambulatory KC <input type="checkbox"/> Other PHXX-XX	
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