

TITLE Professional Relationships and Conduct Policy – Pharmacy Residency Program			IDENTIFICATION NUMBER PH09.03.110
ORGANIZATION(S) University of Kentucky / UK HealthCare	SITES AFFECTED ☐ Enterprise ☒ Chandler ☐ Good Samaritan ☐ Golisano Children's at UK ☐ Ambulatory	CATEGORY ☐ Enterprise ☐ Nursing ☒ Department Pharmacy Services ☐ Guideline ☐ Protocol	REPLACES:
REVIEW CYCLE ☐ 1 year ☒ 3 years REVIEW DATES: 5/9/21, 7/26/2022; 10/29/2025, 11/19/2025			EFFECTIVE DATE: 12/15/2025

POLICY STATEMENT

The policy upholds fairness, transparency, and integrity in all professional interactions, evaluations, and employment-related decisions.

PURPOSE

This policy is intended to prevent both actual and perceived conflicts of interest, favoritism, or preferential treatment arising from familial, personal, or close social relationships within the residency program.

SCOPE

This policy applies to individuals involved in the Pharmacy Residency Program, residents, preceptors, program directors, and leadership.

DEFINITIONS

Fraternization:

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.

Nepotism:

Nepotism refers to favoritism or the appearance of favoritism based on family or personal relationships, particularly in matters involving hiring, evaluation, promotion, or other professional or employment-related decisions.

PROCEDURES

1. The Department of Pharmacy strongly urges those in positions of authority not to engage in fraternization and/or nepotism with a person they are in a position of evaluating.
2. Those involved in a relationship, that could be considered fraternization or nepotism with a resident, including Residency Program Directors, Assistant Directors, preceptors, and other members of leadership, with whom they have supervisory, evaluative, or hiring role 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 activities, compensation, promotions, or assignments.
 - i. 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.
 - 1) 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)
 - ii. Individuals involved must recuse themselves from discussions and any decision-making activities 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.
- 4. While we recognize and respect the right of residents, preceptors, and program leaders to form consensual social relationships, such relationships must not interfere with work performance, professional responsibilities, or the work environment. Maintaining professionalism, respect, and appropriate boundaries is expected at all times to preserve the integrity of the residency program

Failure to Comply:

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](#)]

REFERENCES

<https://www.uky.edu/hr/policies/nepotism>
[HR Policy and Procedure #62: Corrective Action](#)

APPROVAL

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