



# WHAT IS THE ETHICS, PROFESSIONALISM AND POLICY PROGRAM (EP3)?

EP3 is an innovative combination of online video modules, engagement sessions and assessments to ensure that our residents and fellows are receiving the ethics, professionalism, and policy training required for ACGME accreditation and for application in clinical practice.

Learners engage with the EP3 program at the direction of their Program Directors. They access this curriculum through Baylor College of Medicine's learning management system in SuccessFactors.

## LEARNING UNITS

### Caring for Patients

**Ethical Problem Solving** It takes more than gut feelings to analyze ethical questions that arise in healthcare. This unit describes systematic approaches for ethical evaluation and explains the "Four Box Method" for identifying and analyzing ethical issues.

**Medical Decision Making** Helping patients make the medical decisions that are right for them is one of the most important parts of a clinician's job. This unit covers both the basics and the challenges of getting valid informed consent, working with surrogates, and implementing shared decision-making processes in practice.

**Confidentiality and Social Media** Clinicians have a professional responsibility to maintain patients' confidentiality, yet disclosures of patient health information are commonplace. This unit covers strategies for protecting confidentiality as well as best practices for using social media.

**Medical Errors** Medical errors happen. This unit describes what medical errors are and why they happen. It identifies strategies for communicating about errors with patients in collaboration with quality and patient safety officers as well as risk management.

### Conflicts of Interest and Professional Boundaries

Is a free pen really just a free pen? This unit identifies some advantages and perils of working with industry and offers strategies for managing such relationships successfully. It also discusses establishing appropriate boundaries with patients as well as other healthcare professionals.

**Implicit Bias and Personal Views** Implicit biases are impossible to avoid, but clinicians can learn to be aware of them. This unit describes ways to mitigate the effects of implicit bias as well as approaches for managing cases in which patients bring their own biases into the healthcare setting.

**Navigating End of Life** Understanding when it's ok to withhold or withdraw treatment can be as important as knowing when and how to provide it. This unit covers communication with patients and families in end-of-life situations as well as decision making about limiting medical intervention.

# Understanding the System

## Effective Communication and Conflict Management

Conflicts that arise in the healthcare workplace can impact both providers and patients. This unit describes tips such as active listening that can improve communication as well as strategies for emotional self-management that can prevent and de-escalate conflicts.

**Healthcare Economics** How healthcare is paid for impacts how it is provided. This unit reviews the different models of healthcare insurance in the United States, identifies some ethical issues our healthcare system raises, and offers strategies for managing those challenges.

## Impaired and Disruptive Clinicians

Unfortunately, most clinicians will encounter a colleague who is impaired or disruptive at

some point in their career. This unit explores the causes and effects of these types of behavior and describes strategies for managing them.

**Life-long Learning** It's crucial for clinicians to keep up to date as medical knowledge advances, but CME sessions can be so boring! This unit discusses methods for developing realistic life-long learning habits.

## Social Determinants of Health and Cultural Competency

The many ways social and cultural factors affect patients' health is becoming better understood. This unit identifies various ways clinicians should incorporate these insights into practice and offers insight into the role the healthcare system plays in shaping patient outcomes.

# Special Topics

**Genetics** This unit is not just for geneticists! As genetic testing is increasingly integrated into patient care, all clinicians need to understand the ethical issues such testing can raise. This unit covers the challenges of disclosing genetic test results as well as legal protections regarding genetic information.

**Pediatrics** Children are not just small adults! Caring for kids can be complicated. This unit describes the special considerations that can come into play when treating minors and explores some particular challenges of working with adolescent patients.

**Research Ethics** Ethics of research with human subjects are different from the ethics of routine medical treatment. This unit covers the history of research abuses and how they've shaped the current US regulatory framework. It also discusses the role of the Institutional Review Boards and the guidelines they follow.



## Contact us to customize YOUR EP3 curriculum

Each learning unit has associated video modules as well as a facilitator guide for an optional, hour-long engagement session. Program Directors are encouraged to select the learning units that are most relevant for their program's residents.

- Access EP3 online modules to receive CME and Ethics credit: [clinicianresources.bcm.edu](http://clinicianresources.bcm.edu)
- Contact us for more information: [Michelle Lopez, M.D., MPH, malopez@bcm.edu](mailto:Michelle.Lopez, M.D., MPH, malopez@bcm.edu)