



TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER™

School of Medicine

Operating Policy and Procedure

SOM OP: 50.12, **Familial and Consensual Relationships**

PURPOSE: The purpose of this School of Medicine (SOM) policy and procedure is to clarify Regents Rule 03.01.9 and 03.01.10 & TTUHSC OP 70.55, Consensual Relationships – Faculty, Staff, and Residents, with regard to GME training programs.

REVIEW: This SOM Policy and Procedure shall be reviewed within each odd-numbered fiscal year by the TTUHSC Graduate Medical Education Coordinating Council. Revisions will be forwarded to the Office of the Dean for approval and publication

DEFINITIONS:

- 1. Familial Relationship.** A relationship involving faculty members and residents/fellows, or senior resident/fellow and resident who are within the third degree of consanguinity kinship or second degree affinity kinship (Figure 1).
- 2. Consensual Relationship.** A mutually acceptable, intimate, romantic, or sexual relationship between a TTUHSC faculty member and a resident/fellow, or senior resident/fellow and resident.
- 3. Resident/Fellow.** Any House Staff member participating in an ACGME or TMB accredited Graduate Medical Education Program at TTUHSC campuses.

POLICY/PROCEDURE:

- 1. Supervisory Limitations.** To the extent possible, the faculty member's, or senior resident/fellow's, direct supervisory responsibility regarding the resident/fellow with whom a familial or consensual relationship exists is limited to the scope of the ACGME program requirements. Specifically, a faculty member, or senior resident/fellow, who has such a relationship with a resident/fellow may not participate in the evaluation or clinical competency review of the resident/fellow with whom a familial or consensual relationship exists. Nor shall the resident/fellow evaluate anonymously, or otherwise, the faculty member or senior resident. Additionally, the faculty member shall not participate in clinical competency committee, promotion or disciplinary action decisions regarding the resident.
- 2. Disclosure.** Should such a familial or consensual relationship exist or develop, the faculty member, and/or resident/fellow, has the obligation to disclose the existence of the relationship to the GME Program Director of the resident/fellow and the faculty member's Clinical Department Chair. The GME Program Director of the resident/fellow must provide [50.12.A, Familial and Consensual Relationships Agreement and Management Plan](#), detailing the arrangements for the continued education of the resident/fellow to the Dean, SOM, and respective Institutional GME Office. This written management plan shall specifically outline the faculty member's, or senior resident/

fellow, role relative to the resident/fellow continued education and efforts to mitigate the direct patient care supervision and evaluation efforts of the faculty member, or senior resident/fellow, over the resident/fellow. The written management plan must be signed by the resident/fellow, faculty member or senior resident/fellow, GME Program Director of the resident/fellow, and Clinical Department Chair of the faculty member.

AFFINITY KINSHIP/CONSANGUINITY KINSHIP:

Affinity Relationship. The following persons are relatives of the official/employee within the second degree by affinity (marriage):

1st Degree	Spouse, spouse’s child, spouse’s mother or father, child’s spouse, parent’s spouse
2nd Degree	Spouse’s brother or sister, spouse’s grandparent, spouse’s grandchild, brother or sister’s spouse, grandparent’s spouse, grandchild’s spouse

Consanguinity Kinship. The following persons are relatives of the official/employee within the third degree by consanguinity (blood):

1st Degree	Mother, father, daughter, son
2nd Degree	Brother, sister, grandparent, grandchild
3rd Degree	Great-grandparent, great-grandchild, uncle (brother of parent), aunt (sister of parent), nephew (son of brother or sister), niece (daughter of brother or sister)

Figure 1

ATTACHMENT:

[50.12.A – Familial and Consensual Relationships Agreement and Management Plan](#)