

Policy of the Graduate Medical Education Committee
Section: Educational Administration
Subject: Social Networking/Personal Electronic Communication System Usage
Number: 1.430
Date Developed: 11/2009
Last Review/Revision: 7/2013 legal review only, 5/2014
Replaces:
ACGME Requirements: Common IV.A.5.e)

Purpose:

To communicate potential problems and liabilities associated with the use of the Internet and electronic communication systems.

Definitions

Electronic communication systems – websites or web-based services that users may join, view, and/or post information to, including but not limited to weblogs (blogs), internet chat rooms, online bulletin boards, and social networking sites including but not limited to Facebook, MySpace, Twitter, YouTube, LinkedIn, and Flickr.

Policy

1. Individuals may not share confidential information in violation of HIPAA or FERPA related to UAMS business on electronic communication systems, including but not limited to, personnel actions, internal investigations, research material, or patient/student/faculty information. This includes sharing photos or partial information even when names of patients, students, or faculty are not used. This includes any activity that would cause UAMS to not be in compliance with state or federal law.
2. All laptops and any other mobile device storing or manipulating data containing Confidential Information or ePHI must use encryption. UAMS Information Technology Department can assist with encryption of laptops. UAMS Library website is a resource for encrypting mobile phones.
3. Individuals assume personal liability for information they post on electronic communication systems, including but not limited to personal commentary, medical advice, photographs, and videos. UAMS does not endorse or assume any liability for residents' personal communications.
3. Individuals should exercise appropriate discretion in sharing information, with the knowledge that such communications may be observed by patients, faculty, students, other residents, and potential employers.
4. Individuals should not post defamatory information about others, activities or procedures at UAMS or other institutions through which they rotate.
5. Individuals should not represent or imply that they are expressing the opinion of UAMS or other institutions through which they rotate.
6. Individuals should not misrepresent their qualifications or post medical advice.
7. Since information posted on the Internet is public information, UAMS may review electronic communication systems for content regarding residency applicants and current residents.

8. Employers, organizations, and individuals may monitor and share information they find posted on electronic communication systems.
9. If potentially inappropriate material has been posted on an electronic communication system, the person who discovered the material should discuss this with the individual, an appropriate supervisor, and/or the Associate Dean of Graduate Medical Education as necessary.
10. Disciplinary actions may occur in compliance with GME Committee policy 1.420 Academic & Other Disciplinary Actions.

References:

University of Toronto Guidelines for Appropriate Use of the Internet, Electronic Networking and Other Media: <http://www.pgme.utoronto.ca/assets/policies/guidelines+internet.pdf>

Vanderbilt University and Medical Center Electronic Communications and Information Technology Resources Policy: <http://hr.vanderbilt.edu/policies/hr-025.pdf>

UAMS Administrative Guide policy 3.1.38 Safeguarding Protected Health Information
http://www.uams.edu/AdminGuide/PDFs/Section%203/3_1_38_Safeguarding_Protected_PHI_Aug2012.pdf

UAMS Administrative Guide policy 3.1.15 Confidentiality policy
http://www.uams.edu/AdminGuide/PDFs/Section%203/3_1_15_Confidentiality_Policy.pdf

UAMS Administrative Guide policy 3.1.17 Mobile Device Safeguards
http://www.uams.edu/AdminGuide/PDFs/hipaa_3.1.17.pdf

UAMS Administrative Guide policy 7.2.11 Access to Internet
http://www.uams.edu/AdminGuide/PDFs/Section%203/3_1_17_Mobile_Device_Safeguards.pdf

GME Committee Code of Professional Conduct <http://medicine.uams.edu/current-residents/resident-handbook/professionalism/>

GME Committee policy 1.500 Appropriate Treatment of Residents in an Educational Setting
<http://medicine.uams.edu/files/2013/04/1.500-Treatment-of-Residents.pdf>

GME Committee policy 1.420 Academic & Other Disciplinary Actions
<http://medicine.uams.edu/files/2012/08/1.420-Disciplinary-Actions.pdf>