



Guidelines for Medical Professionalism

American Board of Medical Genetics and Genomics

Background

The American Board of Medical Genetics and Genomics (ABMGG) believes that all individuals are entitled to quality care delivered in a professional manner, and that its diplomates should treat themselves and each other with the same professional behavior.

Definition

Professionalism includes the values, behaviors, and proficiency used to provide quality healthcare, to improve individual and population health, and to maintain patient, coworker, and public trust.

Guidelines

These guidelines apply to all ABMGG diplomates and board eligible candidates.

- **Patient application.** Prioritize patient care by:
 - Awareness of patient and coworker safety.
 - Understanding the social determinants of health, such as non-medical factors that influence health outcomes, including geographical, financial, social, and other contributors.
 - Practicing cultural humility by integrating appropriate communication strategies, appreciating cultural values, reducing barriers to care, and ensuring access to standard and uniform healthcare delivery.
 - Performing timely task completion and transparency with clear, honest, direct, compassionate communication with patients and coworkers.
 - Participating and encouraging shared decision making.
 - Performing cost-effective and time-efficient procedures to help conserve resources and support healthcare decision-making.
 - Limiting testing to most appropriate tests with awareness and avoidance of test duplication.
 - Maintaining awareness of test or procedure requirements and of cost.
 - Applying evidence-based care by upholding current therapeutic and procedural standards and promoting and developing research with appropriate application.
 - Supporting a culture of learning by consistently correcting inaccurate statements about public health, participating in continuous quality improvement by managing potential conflicts of interest, and acknowledging medical errors.
 - Maintaining boundaries with respect to patient relations including patient confidentiality.
 - Avoiding inappropriate relations with patients for financial gain, personal relationships, or any other private purpose.

- **Coworker application.** Prioritize peer relationships by:
 - Using clear, effective, and timely communication, and applying collaborative behaviors. Supporting diversity, equity, and inclusion (DEI) with trainees, peers, leadership, and potential hires.
 - Mentoring, teaching, and role modeling professional behavior.
 - Maintaining professional boundaries with respect to healthcare providers and-peers.

- **Personal application.** Prioritize self-care by:
 - Ensuring that personal issues do not interfere with or impact patient care or workplace interactions.
 - Recognizing and managing burnout.
 - Understanding the triggers for potential behavior modifications.
 - Adhering to licensure, credentialing, and continuing certification and by participating in lifelong learning.
 - Understanding disciplinary review and its potential consequences.

Individuals certified by the ABMGG who engage in actions that do not support a behavior of professionalism will be subject to review under the *ABMGG Disciplinary Review Policy and Procedures*.

Evidence of prohibited professional or personal conduct will be reviewed by the ABMGG Board of Directors and may result in a loss of certification or in other disciplinary action.