

**HARBOR CARE HEALTH AND WELLNESS CENTER OF
HARBOR CARE
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**HARBOR CARE DOCTORAL INTERNSHIP PROGRAM IN HEALTH SERVICE
PSYCHOLOGY**

BROCHURE FOR 2023-2024

WELCOME

Thank you for your interest in the Psychology Internship program at Harbor Care in Nashua, New Hampshire. The Internship year may be the most important year of a psychologist's training. We strive to provide intensive and generalist professional training which develops an Intern's competence in providing psychological services within an integrated community setting.

Harbor Care's mission is to provide vital services, including housing and healthcare, to all in our communities needing assistance. Harbor Care's vision is one where everyone gets to live safe, stable, and healthy lives, filled with purpose, respect, and dignity.

Harbor Care is an equal opportunity employer that is committed to diversity and inclusion in the workplace. We prohibit discrimination and harassment of any kind based on race, color, sex, religion, sexual orientation, national origin, disability, genetic information, pregnancy, or any other protected characteristic as outlined by federal, state, or local laws.

We have always been committed to a high standard of excellence in the service of a mostly low-income, under-served, Medicaid, Medicare and uninsured population and our unique structure and scope of services has allowed us to continue to fulfill this mission. The internship site is located at Harbor Care Health and Wellness Center, which is one of the programs of Harbor Care in Nashua, New Hampshire. We provide training for doctoral interns, as well as design treatment programs for our patients at the clinic. Harbor Care has a commitment to training students in psychology, as well as students in the fields of social work, mental health counseling, and licensed alcohol and drug counseling. At Harbor Care, psychologists are members of a multidisciplinary team of healthcare professionals that include primary care providers, psychiatric nurse practitioners, clinical social workers, licensed alcohol and drug counselors, and pharmacists.

As a Federally Qualified Health Center, Harbor Care serves an increasingly diverse population with a variety of behavioral health needs, thus allowing us to offer a variety of rich clinical training experiences. Interns participate in a unique range of clinical tracks. There is a year-long clinical track in integrated care, another track in substance use disorder, a track in psychological testing, and one in traditional outpatient mental health care. There are also opportunities available to learn

behavioral health interventions for pediatrics, women's health, and Medication Assisted Treatment for alcohol and opioid use disorders. There may be opportunities for the interns to conduct research.

ABOUT US

History: Harbor Homes, Inc., more recently renamed Harbor Care, was formed in 1980 as the parent non-profit corporation of Harbor Care Health and Wellness Center. The non-profit organization originated as an agency to assist with providing housing to homeless individuals in the greater Nashua area of Southern New Hampshire. As the agency grew, it became apparent that the homeless needed healthcare along with housing. At that time, Medicaid was not available to most homeless adults. Despite the expansion of Medicaid in 2014, the need has grown for Medicaid and also Medicare providers for the lower-income population, as well as the elderly, and children and adolescents in the Southern New Hampshire catchment area. Behavioral health is a specific area of need for these populations. Harbor Care Health and Wellness Center has been a leader in New England with the blending of primary care in behavioral health services. Our scope of services has grown from providing primary care services to combining behavioral health services and substance abuse treatment services as well as pharmaceutical and laboratory services as well as dental care all in the same building.

Harbor Care provides integrated care that includes housing and healthcare, for the homeless in our city of Nashua, New Hampshire, and surrounding towns. Harbor Care Health and Wellness Center, which is a division of Harbor Care, helps to improve the quality of life of our patients through the integration of primary care and behavioral health services. We are committed to a model of patient care that integrates medical and behavioral health care. We also provide low-cost pharmaceutical services, have an on-site laboratory, provide Medication Assisted Treatment for persons with Opioid Use Disorder and Alcohol Use Disorder, and sponsor many events for the community, such as free yoga classes, continuing education events, and free holiday dinners. We promote health improvement through prevention and self-management concepts, partnering with our patients in a treatment approach that builds resiliency and encourages them to take personal responsibility for their health. We strive to improve the well-being of our patients by becoming their partner in healthcare. We are committed to evaluating the services provided and constantly strive to adopt or develop the best practice guidelines and treatment protocols that will best serve our patients, regardless of their ability to pay.

What is integrated care? We believe in a holistic approach to healthcare called integrated care. This bio-psychosocial approach to health care addresses the whole person by blending behavioral health services with primary care. By combining the population-based philosophy of care with the expertise of behavioral health, we are able to treat the whole person so that a broad scope of patient needs is met in our model of care. The model is very effective in meeting the complex needs of underserved populations and increasing access to quality health care. Psychologists, Social Workers, and Licensed Mental Health Counselors serve as behavioral health consultants working as part of the primary care team and are involved in assessment, intervention and consultation with patients. Services provided include diagnosis, education, behavior management, and treatment for various behavioral health issues. Our behavioral health consultants work with our primary care providers to appropriately assess behavioral health concerns and collaboratively

design a comprehensive treatment plan.

Location and culture: Nashua, New Hampshire is located in Hillsborough County, the Southern tier of the state, consisting of ten towns plus the city of Nashua. Nashua is an outlying suburb of Boston, and the surrounding area is a variation of suburban and rural. The city of Nashua has grown in recent years, and is home to a population of 88,500. Hillsborough County as a whole is populated by 409,000 persons. Patients vary widely in terms of educational level and socioeconomic status, but tend to share common cultural values that are evident in both patient care and community interaction. A strong sense of community, allegiance to the Northeast and the state of New Hampshire, and the importance of family loyalty characterizes this region.

INTERNSHIP OVERVIEW

Our 12-month full-time 2000-hour psychology internship program, which enrolls 3 interns annually in late August, is designed to integrate your formal academic preparation with comprehensive clinical training. Interns have 2 hours weekly of individual supervision, and 2 hours weekly of small group supervision. The objective of the clinical training experience is to expose interns to the following:

- Psychological Testing Track assessing patients for a wide range of diagnoses, including Autism Spectrum Disorder and ADHD, for example. Diagnostic assessment, treatment and consultation within a range of treatment modalities (e.g. integrated primary care).
- Opportunity to work with specialists in multiple disciplines (e.g., family physicians, nurse practitioners, pharmacists, social workers, nurses, case managers) during the integrated care track.
- Learn evidenced-based behavioral health interventions with patients who are diagnosed with Substance Use Disorder.
- Implement interventions informed by a variety of theoretical orientations and approaches to treatment (e.g., cognitive-behavioral, dialectical behavioral, psychodynamic, motivational interviewing).
- Work with a diverse patient group, including children, adolescents, adults, and elders, with wide variation in patients' racial and ethnic identities, gender orientation, sexual orientation, socioeconomic status, and living environment (e.g. urban, rural, etc.).

Training model: This internship program subscribes to a developmental model of training. A developmental model of training and supervision has been suggested (Finkelstein and Teichman, 1977, Castle and Deering, 1994; Castle and Rice, 1985; Stedman, 1997) in order to facilitate the process of developing autonomy as well as professional development. Viewing the internship as a developmental process, the clinical supervisors individualize intern training to maximize the progress in transitioning from student to practitioner. Training is personalized and adapted to the trainee's level of knowledge as new professional challenges are encountered.

Structure: To allow for a diversified clinical experience, interns participate in four, year-long tracks (integrated primary behavioral care, traditional mental health psychotherapy, substance use disorder treatment, and psychological testing). The internship structure is also designed to allow for some flexibility for each intern to shape their clinical tracks to increase the breadth, depth and

diversity of their training.

INTERNSHIP TRACKS AND SAMPLE SCHEDULE

Integrated primary behavioral care (12-month track):

The integrated primary behavioral care track offers interns the unique opportunity to train in the growing area of primary care psychology. Interns served as behavioral health consultants within a primary care setting (family practice, pediatrics, women's health and internal medicine) and are called upon by primary care providers to assess and treat patients presenting with behavioral concerns during a primary care visit. They then provide feedback to the medical provider regarding clinical impression and initial treatment plan, and coordinate follow-up appointments with the patient as necessary. As members of an interdisciplinary integrated care team, interns learn to apply clinical interventions to address behavioral aspects of health and illness. Training also emphasizes understanding ethical issues that may arise in a primary care setting and understanding the role of a psychologist on a primary care team. In this track, interns will provide a range of health psychology services to patients and medical providers, including:

- On-site and timely assessment regarding readiness to change and utilizing motivational interviewing techniques.
- Psychoeducation and behavioral lifestyle change.
- Management of behavioral factors related to illness and health.
- Implementation of evidence-based practice to address mental health concerns (e.g. cognitive-behavioral, mindfulness interventions, solution-focused interventions).
- Consultation and collaboration with primary care providers.
- Interns see a diverse population that includes many indigent and homeless patients.

Supervisors for this track:

Lauren Meehan, Psy.D.

Traditional outpatient mental health (12-month track):

This track provides opportunities for both short and long-term individual psychotherapy, as well as group, family and couples therapy. All interns carry an independent full caseload of child, adolescent, and adult patients over the course of the year. During a full day, most interns are scheduled to see 1 or 2 intakes and 4 to 5 ongoing therapy cases. Because of the nature of the patients seen at Harbor Care Health and Wellness Center, interns have the opportunity to work with a wide range of mental health issues and often have cases from the majority of diagnostic categories. Interns develop and refine skills in clinical interviewing, diagnostic clarification, treatment planning, intervention, documentation, and coordination of care with on-site psychiatric nurse practitioners and case managers, when clinically indicated. Interns may interact with other community agencies such as schools, medical providers, Child and Family Services, and the legal system.

Supervisors for this track:

Lauren Meehan, Psy.D.

Substance Use Disorder (12-month track, 1 day a week):

Interns will also be trained to provide treatment for patients with substance use disorder. This treatment model includes an intensive outpatient program for patients, as well as behavioral health interventions for patients on Medication-Assisted Treatment, such as group therapy and brief behavioral health interventions.

Supervisors for this track include:

Lauren Meehan, Psy.D.
Erica Lemoine, Psy.D.
Christina Loder, MLADC, LCMHC
Cameron Bergeron, LICSW
Graciela Silvia Sironich-Kalkan, M.D.

Psychological Assessment (12-month track):

Interns will see patients under the close supervision of our psychologist specializing in psychological assessment. Some patients are referred in from physicians in the local community with suspected diagnostic questions of Attention Deficit Hyperactivity Disorder and Autism Spectrum Disorder for example, as well as patients referred by the staff at Harbor Care. This track includes supervision in Attention Deficit Hyperactivity Disorder Testing as well as Personality Testing. Interns work with Dr. Scanlon to design their caseload, and 8 test reports are required to complete this track. Since Neuropsychological Testing cases can be very complex, the supervision of the interns is particularly important for this track, and they are exposed to assessment instruments which they typically have not seen before the internship.

Supervisor for this track:

Joan Scanlon, Ph.D.

Sample Intern Schedule

	<u>Monday</u>	<u>Tuesday</u>	<u>Wednesday</u>	<u>Thursday</u>	<u>Friday</u>
9 am	Integrated Care	Testing	Scoring, Interpretation, Report Writing	Scoring, Interpretation, Report Writing	Individual Supervision
10 am	Integrated Care	Testing	Assessment Supervision	Therapy	Telehealth Therapy
11 am	Therapy	Therapy	Intake	Group Supervision	Intern Seminar
Noon	Lunch	Lunch	Lunch	Lunch & Virtual Grand Rounds	Lunch & Peer Supervision
1 pm	Research Reading Reports	Psychological Assessment Group Supervision	Individual Supervision	Behavioral Health Dept Meeting	Telehealth Therapy
2pm	Telehealth Therapy	Individual Supervision	Therapy	Individual Supervision	Integrated Care: Medication-Assisted Treatment
3pm	Integrated Care	Therapy Patients Telehealth	Therapy	Therapy	Therapy
4 pm	Documentation	Documentation	Documentation	Telehealth Therapy	Documentation

HEALTH PSYCHOLOGY SUPERVISION ACCESS

All individual intern supervision is conducted by licensed, doctoral level psychologists. Process notes, audio recording, and video recording may be used as part of psychotherapy supervision. A supervisor is available onsite when clinical interventions are being conducted, and interns are encouraged to consult with their supervisors if they are unsure about a clinical issue with a patient. Interns also have the opportunity to shadow other clinicians and medical staff (e.g. clinical social workers, psychiatrists, psychiatric nurse practitioners) in a variety of settings, including in integrated care, outpatient behavioral health, outpatient substance use treatment, and medication-assisted treatment.

DIDACTIC TRAINING

Interns participate in 2 hours of weekly didactic seminars designed to provide education in assessment and intervention on a wide range of psychological disorders and issues related to professional development and practice. Interns are also welcome to attend agency-wide continuing education trainings for free. Additionally, interns will be provided with required staff trainings (e.g. CPR/First Aid training, HIPAA-compliance training) which will help prepare them to become Health Service Psychologists. They also attend day-long and multiple-day continuing education events related to treating patients who are homeless, substance use disorder diagnosis and treatment, and cultural competency training, as well as Telehealth educational seminars since the onset of Covid-19.

List of sample didactic and discussion topics:

- Cultural Humility in Clinical Practice
- Psychopharmacology
- Chronic Pain
- Diabetes Health Education
- Pediatric Clinical Intervention
- Trauma-Informed Intervention
- Mood Disorders Assessment & Treatment
- Psychotic Disorders Assessment & Treatment
- Personality Disorders Assessment & Treatment
- Substance Use Disorders Assessment & Treatment
- Introduction to Motivational Interviewing
- Crisis Intervention
- Professional Practice & Ethics
- Patient Termination Issues
- Postdoctoral Application Process
- Preventing Burnout through Peer Supervision and other Strategies
- Competency-Based Supervision

ADDITIONAL TRAINING EXPERIENCES

There are several additional training experiences embedded in the Internship program:

- Interns participate in weekly Behavioral Health Department meetings. This meeting is attended by all behavioral health providers at the clinic to discuss patient care. Case presentations cover a wide range of patient backgrounds and presenting problems, including severe and persistent mental illness and patients with complex medical diagnoses. Interns are invited to give case presentations regularly.
- Interns are invited to agency-wide trainings and educational events within Harbor Care. These events occur throughout the year, and cover a wide variety of topics (e.g. Solution-Focused Therapy, Motivational Interviewing, HIV/AIDS Awareness, etc.). Interns are also invited to numerous community service and community-building events within Harbor Care.
- Interns have the opportunity to attend Psychiatry Grand Rounds at Southern New Hampshire Medical Center and St. Joseph Hospital, and to attend Virtual Grand Rounds broadcast by McLean Hospital.

EVALUATION

Evaluations of interns are scheduled every trimester. Interns are provided with written and oral feedback regarding their progress and professional development. Interns provide formal feedback to their supervisors and to the Internship Training Director on a semi-annual basis. Interns also complete a self-assessment during three evaluation periods (beginning, midpoint, and end of internship) to develop and monitor their training goals. Interns meet with the Internship Training Director and/or Chief Psychologist on a quarterly basis, or more often if needed, to review progress and discuss training issues.

INTERNSHIP BENEFITS

Stipend: \$33,280 paid in 26 biweekly payments.

Insurance Benefits: Harbor Care offers a comprehensive benefits plan for Psychology Interns, which is the same plan available to all full-time employees, including health insurance benefits, dental insurance benefits, and optional life, accident, and disability insurance. Please refer to the Harbor Care benefits summary for more detailed information.

Vacation and Leave: All Harbor Care, interns and all employees enjoy a total of 10 paid holidays per year. Additionally, Interns earn 10 vacation days of paid time off, as well as 3 personal days. The personal days are awarded on the first day of the internship. Sick days are also earned each pay period, for a total of up to 10 sick days annually which can also be used for caring for a sick child or other close relative for whom the employee is responsible. Interns may also take sick time

for any whole-day medical appointments. There are 3 paid bereavement days for the death of a close family member.

Professional Liability: Interns are covered for their Internship training activities under Harbor Care's professional liability insurance (\$1,000,000.00 per claim and \$3,000,000.00 aggregate).

APPIC and APA Accreditation: Harbor Care, located at Harbor Care Health and Wellness Center, Psychology Internship program is an APPIC member (Association of Psychology Postdoctoral and Internship Centers). The APPIC website is appic@appic.org – Phone: (832) 284-4080, Fax: (832) 284-4079, E-Mail: appic@appic.org.

Please refer to APPIC guidelines here: <https://www.appic.org/Internships/Match/Post-Match-Vacancy-Service/Instructions-for-Applicants-2019>

Harbor Care Doctoral Internship agrees to abide by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking related information from any intern applicant. We adhere to APPIC match policies.

For questions about APA accreditation of the Harbor Care internship, potential interns should contact the Commission on Accreditation of APA for more information: <https://www.accreditation.apa.org/about>, - Telephone: (202) 336-5979, TDD/TTY: (202) 336-6123, Fax: (202) 336-5978.

APPLICATION PROCEDURE

Qualifications: Applicants must be advanced students in good standing in graduate programs in clinical or counseling psychology (Ph.D. or Psy.D.). Intern applicants should have completed a minimum of three years of graduate training, completed basic required academic coursework, successfully passed their doctoral comprehensive or qualifying examinations and have the endorsement of their graduate program Director of Clinical Training.

General Application and Selection Procedures: Harbor Care internship at Harbor Care Health and Wellness Center is listed with the APPIC internship track program.

The application to the Harbor Care, Inc Doctoral Internship in Health Psychology consists of the AAPI, plus a curriculum vitae and two psychological assessment reports, which include intelligence testing, with redacted patient information. After all applications have been screened by our Training Committee, selected applicants will be invited for a virtual interview. Interviews provide an opportunity to assess goodness of fit for both the internship program and intern applicant. Our program participates in the computerized APPIC match.

Harbor Care is an equal opportunity employer and adheres to APPIC's nondiscrimination policies.

Contact Information: For any additional information that may be required to assist you in the application process, please contact:

Lauren Meehan, Psy.D., Interim Director of Clinical Training
l.meehan@harborcarenh.org
Harbor Care Health and Wellness Center
45 High Street
Nashua, NH 03060
(603) 821-7769

HARBOR CARE INTERNSHIP TRAINING FACULTY

CORE TRAINING FACULTY

Lauren Meehan, Psy.D.
Interim Director of Clinical Training

Dr. Lauren Meehan is the Interim Director of Clinical Training in the Psychology & Integrated Care Internship Program at Harbor Care Health and Wellness Center, where she supervises doctoral interns. Dr. Meehan treats children, adolescents, and adults presenting with mood disorders, substance use disorders, eating disorders, trauma and abuse history, personality disorders, severe and persistent mental illness, and relational problems.

Dr. Meehan completed her doctoral training at the Wright Institute in Berkeley, California, where her training included coursework and fieldwork informed by psychodynamic and cognitive-behavioral approaches. Her clinical work included conducting psychological testing and play therapy in public school districts and providing individual and couples therapy in community mental health, college counseling centers, and hospital settings. In New Hampshire, Dr. Meehan has conducted psychological evaluations in local public schools, and has provided psychotherapy and consultation in community mental health and private practice settings.

Joan Scanlon, Ph.D.
Chief Psychologist
Psychological Assessment Supervisor

Dr. Joan Scanlon was educated at the University of Southern Mississippi for her graduate degrees as well as the McLean Hospital program of Harvard Medical School and a program at Massachusetts General Hospital for her internship and subsequent post-doctoral studies. She has spent over 30 years performing psychological and neuropsychological testing with adults and children and has a resume which reflects this specialty. In her assessment supervision and teaching of the interns, she spends time performing testing, observing the interns conducting testing, conducting seminars, individually supervising the interns, and editing their test reports. Her background allows her to have both the depth and breadth of knowledge in regard to choosing which tests to administer to patients, as well as how to teach the interns the nuances of how to assess how the patient can be accurately diagnosed through their performance on each measure. She also continues to work in private practice conducting psychological and neuropsychological testing.

Erica Lemoyne, Psy.D., LCMHC
Behavioral Health Clinician

Erica Lemoyne began at Harbor Care as a Doctoral Psychology Intern. She graduated from Rivier University with her Doctorate in Counseling and School Psychology in September 2020, and completed her postdoctoral work at Cynthia Day Family Center, a program of Harbor Care. Erica received her Master of Science degree in Community Mental Health Counseling, and a Certificate in Integrated Community Mental Health and Substance Abuse from Southern New Hampshire University. Prior to her internship, she worked at a private practice as a Licensed Mental Health Counselor.

Throughout her practicum trainings, Erica worked in a neuropsychological assessment practice, where she worked with children and adults with Attention Deficit Hyperactivity Disorder, Autism Spectrum Disorder, Intellectual Disability, trauma-related disorders, and other emotional and behavioral disorders. She now works with the psychological assessment team at Harbor Care Health and Wellness Center.

Erica provides psychotherapy to individuals with conditions ranging from anxiety, ADHD, depression, poor executive functioning, low self-esteem, stressed interpersonal relationships, and eating disorders. Her integrative approach is focused on current therapies and interventions, which are centered on the here and now, encouraging awareness and strategy building. Many of these interventions include cognitive behavioral therapy, family systems, and expressive modalities.

OTHER CONTRIBUTING AGENCY FACULTY (ON-SITE)

Ajay Gupta, R.Ph., M.Sc.
Director of Pharmacy

Ajay Gupta, Harbor Care Pharmacy Director, has contributed to the internship by assisting in research with interns who wish to study the effects of yoga on patients who have Post-Traumatic Stress Disorder as a diagnosis. He also teaches a Medical Yoga class which can also be taken by disabled individuals, where interns, Core Internship Faculty and other staff members, learn relaxation techniques for themselves and their patients. He is a graduate of the University of Strathclyde, Scotland, UK and a native of his home country, India. He has received numerous awards for his teaching and also is the founder of YogaCaps, Inc. where he teaches yoga to disabled and elderly patients.

Graciela Silvia Sironich-Kalkan, M.D.
Medical Director

Dr. Graciela Silvia Sironich-Kalkan, Harbor Care Medical Director, aka Dr. Silvia, provides a cornerstone in integrated patient care. She oversees the interns in the integrated care setting, and regularly refers patients as well as providing an excellent role model for “warm hand-offs” from medical care to behavioral healthcare. She is also central to running the Medication Assisted

Treatment program for the patients who are diagnosed with a Substance Use Disorder. She is a native of Argentina, and graduated from Universidad de Buenos Aires in Argentina with her Doctor of Medicine. She has worked extensively with the Red Cross and has worked on the New Hampshire Governor's Commission on Latin Affairs.

Christina Loder, LCMHC, MLADC
Director of Behavioral Health and Addiction Services

Christina is a licensed clinical mental health and substance use disorder counselor. She was awarded her Bachelor's degree in Psychology from the University of New Hampshire in 2010 and received her Master's degree in Mental Health Counseling from Springfield College in 2014.

Christina joined Harbor Care in February 2020. She brings with her 15 years of experience working in the human services field in a wide variety of settings. Some of her focus populations over the years include adolescents and transition-aged youth, individuals with severe and persistent mental illness, adolescents and adults with substance use disorders, and individuals who were court-involved due to sexually-based criminal offenses.

In recent years, she has paired her clinical abilities with her interest in program development, working to start up and develop multiple programs, including an adolescent substance use disorder treatment facility, an intensive outpatient program serving adolescents and transition-aged youth with substance use disorders, which was a pilot study utilizing a new evidence-based practice, and several other grant programs.

Christina enjoys keeping up with new research in her field, and hopes to someday achieve her Doctorate in Psychology.

Cameron Bergeron, Lead Psychotherapist

Cameron Holmes is a state licensed independent clinical social worker who will soon be dual licensed as a master licensed alcohol and drug counselor. She received her Bachelor's degree in Psychology from the University of Maine and her Masters of Social Work from the University of New Hampshire.

Cameron has been working in social services since 2012, and in the substance-use field since 2016. She began her work with Harbor Care first as an intern in the substance use intake department in 2016, and joined the outpatient team full time in 2017. Cameron has worked in the outpatient program for the past four years, both as an Open Doors clinician and an outpatient / intensive outpatient clinician. She is now director of our substance use treatment outpatient services, and oversees its intake department as well.

Cameron also has experience working with individuals with significant persistent mental illness and co-occurring disorders in both inpatient and outpatient settings. Her passion for social work stems from her time as a shelter advocate for a domestic violence shelter and emergency hotline agency, and this continues to be a topic she is passionate about.

Program Data:

Internship Admissions, Support, and Initial Placement Data

Program Disclosures

Does the program or institution require students, trainees, and/or staff (faculty) to comply with specific policies or practices related to the institution's affiliation or purpose? Such policies or practices may include, but are not limited to, admissions, hiring, retention policies, and/or requirements for completion that express mission and values?

If yes, provide website link (or content from brochure) where this specific information is presented:

The program is required to comply with the following agency hiring practice:

Harbor Care is an equal opportunity employer that is committed to diversity and inclusion in the workplace. We prohibit discrimination and harassment of any kind based on race, color, sex, religion, sexual orientation, national origin, disability, genetic information, pregnancy, or any other protected characteristic as outlined by federal, state, or local laws.

Financial and Other Benefit Support for Upcoming Training Year

Annual Stipend/Salary for Full-time Interns \$33,280

Annual Stipend/Salary for Half-time Interns N/A

Program provides access to medical insurance for intern? **YES** No

If access to medical insurance is provided:

Trainee contribution to cost required? **YES** No

Coverage of family member(s) available? **YES** No

Coverage of legally married partner available? **YES** No

Coverage of domestic partner available? **YES** No

Hours of Annual Paid Personal Time Off (PTO and/or Vacation) **160**

Hours of Annual Paid Sick Leave **80**

In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave? **YES** No

Other Benefits (please describe):

Optional Dental Insurance
Optional Accident Insurance
Optional Short and Long-Term Disability Insurance
Optional Life Insurance

