

**CONEMAUGH MEMORIAL MEDICAL CENTER  
GRADUATE MEDICAL EDUCATION POLICY**

**DISCIPLINARY ACTION POLICY**

**Purpose**

To establish standardized criteria for disciplinary procedures for resident/fellow if a resident's or fellow's training fails to meet academic expectations and/or engages in misconduct.

**Applies To**

All Conemaugh Memorial Medical Center Graduate Medical Education training programs.

**Policy**

Graduate Medical Education (GME) programs will use the following criteria for dismissal from a program; non-promotion to the next PGY level; nonrenewal of a resident's/fellow's agreement; suspension; probation; and not recommended for Board certification for training completed.

If the cause for suspension or dismissal is a legal issue, the applicable statute supersedes GME policy. If the cause for suspension or dismissal is a Human Resources policy the applicable statute supersedes GME policy.

**Definitions**

**Academic Deficiency:** The resident/fellow is not meeting one or more of the ACGME Core Competencies, as revised from time to time, which may include: patient care and procedural skills, medical knowledge, practice-based learning and improvement, interpersonal and communication skills, professionalism, and system-based practice. Examples of academic deficiencies, include, but are not limited to: a. Issues involving knowledge, skills, job performance or scholarship; b. Failure to achieve acceptable exam scores within the time limits identified by the training program; c. Unprofessional conduct; d. Professional incompetence including conduct that could prove detrimental to Conemaugh Memorial Medical Center's (CMMC) patients, employees, staff, volunteers, visitors or operations.

**Misconduct:** Conduct by a resident/fellow that violates workplace rules or policies, applicable law, or widely accepted societal norms. Examples of misconduct include, but are not limited to: a. Unethical conduct, such as falsification of records; b. Illegal conduct (regardless of filing of criminal charges or criminal conviction); c. Sexual misconduct or sexual harassment; d. Workplace violence; e. Unauthorized use or disclosure of patient information; f. Violation of CMMC or other applicable policies or procedures, including without limitation the Code of Conduct; g. Scientific misconduct.

**Disciplinary Action:** Any of the following actions taken in response to a resident's/fellow's Misconduct or Academic Deficiency: dismissal from a program; non-promotion to the next PGY level; nonrenewal of a resident's/fellow's agreement; suspension;

**CONEMAUGH MEMORIAL MEDICAL CENTER  
GRADUATE MEDICAL EDUCATION POLICY**

**Procedure**

**A. Administrative Leave Pending Investigation**

1.



**CONEMAUGH MEMORIAL MEDICAL CENTER  
GRADUATE MEDICAL EDUCATION POLICY**

**D. Pending Final Decision:**

1. The Program Director may remove the resident/fellow from participation in the program pending expiration of the time frame to request appeal and final resolution of the appeal. In making a determination as to whether to remove the resident/fellow from the program pending final resolution, the Program Director should take into account whether the resident's/fellow's continued participation could endanger the health or wellbeing of patients, staff, or others. The Program Director should also consider the nature of the underlying concern giving rise to the Disciplinary Action (i.e., an allegation of serious misconduct tends to weigh in favor of removal from participation pending resolution). The resident/fellow shall continue to be paid his or her stipend until there is a final decision on the Disciplinary Action and the appeal if invoked by the resident/fellow) is final.
  
2. Residents/fellows may appeal a Disciplinary Action pursuant to the Appeal of Disciplinary Action Policy. No report of Disciplinary Action to any outside entity, including but not limited to any certifying body, professional association, or other training program, may be made until the appeal process has concluded or any appeal rights have expired (unless any such disclosure is authorized in writing by the resident/fellow

**CONEMAUGH MEMORIAL MEDICAL CENTER  
GRADUATE MEDICAL EDUCATION POLICY**

**References**

IR: IV.C. (Promotion/Appointment Renewal/Dismissal)

GMEC Review: 3/2018

GMEC Revision: 12/2017