



GRADUATE MEDICAL EDUCATION COMMITTEE POLICY NO. 31

- A. SUBJECT: GME Procedure to Address Trainee Misconduct
- B. EFFECTIVE DATE: June 15, 2016
- C. POLICY

The University of Virginia Health System strives to provide excellence, innovation and superlative quality in the care of patients, the training of health professionals, and the creation and sharing of health knowledge within a culture that promotes equity, diversity and inclusiveness.

As a team member in the University of Virginia Health System each GME Trainee is responsible for cultivating and sustaining a safe and supportive environment which encourages quality patient care, civility and a collaborative spirit. These responsibilities require that GME Trainees be held to the highest personal and professional standards, with adherence to the Health System's core Values of Accountability, Stewardship, Professionalism, Integrity, Respect, and Excellence.

This policy shall apply to all graduate medical education trainees (GME Trainees) at the University of Virginia Health System.

Definition:

Misconduct: A lapse in ethical or moral behavior, irrespective of the GME Trainee's level of experience, ability, or education. Acts of misconduct are addressed with *disciplinary actions* and may be reportable.

Adverse Action: Adverse actions may include suspension, non-renewal of appointment, non-promotion, or dismissal of a GME Trainee from his or her training program. Adverse actions are generally reportable events and appealable.

Reportable Events: Those actions the program or institution must disclose to others upon request, including, but not limited to, future employers, privileging hospitals, and licensing and specialty certification boards.

- D. PROCEDURE TO ADDRESS GME TRAINEE'S MISCONDUCT

When a GME Trainee engages in behavior that is unethical, immoral, or criminal in nature, such as harassment, theft, plagiarism, fighting, dishonesty, breach of the code of conduct, HIPAA violation or abuse of parking privileges, the program director or designee or DIO may choose to impose adverse action. If misconduct is alleged or suspected, the program director or designee shall:

- a. Discuss allegations with the GME Trainee and give him or her an opportunity to respond;
- b. Consult with the DIO and Clinical Competency Committee, or subset thereof; and
- c. Dismiss the allegations or impose disciplinary action after consideration of the GME Trainee's response.

GMEC Reviewed and approved: January 19, 2000 MPC 06/06/2000;

GMEC Reviewed and approved: June 19, 2002

GMEC Reviewed and Approved: June 19, 2002

GMEC Review and Approved: November 18, 2009

Reviewed/Revised: GMEC Policy Subcommittee, June 22, 2010

Reviewed: GMEC, July 21, 2010

GMEC Reviewed/Approved: August 18, 2010

GMEC Reviewed/Approved: January 19, 2011

GMEC Reviewed/Approved: April 20, 2011

GMEC Reviewed/Approved: September 21/27, 2011

GME Policy Subcommittee Reviewed/Revised: August 12, 2014

GMEC Policy Subcommittee Reviewed/Revised: January 12, February 9, March 8,
& April 12, 2016