



GRADUATE MEDICAL EDUCATION COMMITTEE POLICY NO. 31

- A. SUBJECT: GME Procedure to Address Trainee Misconduct
- B. EFFECTIVE DATE: September 21, 2022 (R)
- 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 that 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 Equity.

This policy shall apply to all graduate medical education trainees (GME Trainees) at the University of Virginia Health System. The policy governing professional behavior by clinical faculty and APPs can be found in Medical Center Policy 0262:Standards of Professional Behavior for Practitioners.

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 *adverse actions*.

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.

- 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 (see also HS Policy BEH-002, MC policy 0283 and HR policy 701), HIPAA violation or abuse of parking privileges, the program director or designee or DIO may choose to impose adverse action consistent with the GMEC Policy 32: Adverse Actions and Appeal. 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 an adverse 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, 2016
GMEC Policy Subcommittee Reviewed/Revised: September 10, 2019
GMEC Policy Subcommittee Reviewed/Revised: September 13, 2022
GMEC Reviewed/Approved: September 21, 2022