



**THE GEORGE  
WASHINGTON  
UNIVERSITY**  
WASHINGTON, DC

Responsible University Official: Associate Dean for Graduate  
Medical Education, DIO  
Responsible Office: SMHS Office of GME  
Most recent revision:

## **RESIDENT MISCONDUCT POLICY**

### **Policy Statement**

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The purpose of this policy is to establish a process for the investigation and determination of allegations of Resident misconduct raised in the post-graduate training programs at The George Washington University School of Medicine and Health Sciences.

### **Who Needs to Know This Policy**

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All Accreditation Council for Graduate Medical Education (ACGME)-accredited residency and fellowship programs sponsored by the GW School of Medicine and Health Sciences (SMHS)

### **Policy Contact**

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Associate Dean for Graduate Medical Education, DIO

### **Who Approved This Policy**

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Graduate Medical Education Committee (GMEC)

### **History/Revision Dates**

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Created: May 16, 2011

Amended: June, 2015

## **Definitions**

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Resident – refers to all Interns, Residents and Fellows participating in an ACGME-accredited program of post-graduate medical education.

Post-Graduate Training Program – refers to an ACGME-accredited residency or fellowship educational program.

Reportable Actions – The decision not to promote a Resident, not to renew a Resident’s contract, to suspend a Resident from the program, or to dismiss a Resident from the program, are each considered “Reportable Actions.” Reportable Actions are those actions that the program must disclose to others upon request, including future employers, credentialing organizations, hospitals, and licensing and specialty boards.

## **Process**

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Examples of misconduct include, but are not limited to theft, fighting, dishonesty, abusive or disruptive behavior, and breach of confidentiality.

If an allegation of misconduct or an incident occurs, the Program Director will:

1. Speak with the Resident to provide notice of the allegations and afford the Resident an opportunity to respond and determine what, if any, response is appropriate, including whether any Reportable Actions should be taken. If the Program Director elects to pursue a Reportable Action, the Associate Dean for GME must first be notified.
2. Document the meeting and determine whether the Associate Dean for GME should be notified. If notified by the Program Director, the Associate Dean for GME should speak with the Resident. The Associate Dean for GME, in consultation with the Program Director, will determine whether to notify the Dean of the School of Medicine and Health Sciences, the Department Chair, Office of the General Counsel, or Human Resources, depending upon the nature of the allegations.
3. Decide IF a full investigation of the allegations (“Full Inquiry”) is warranted. The Associate Dean for GME must be notified if the Program Director elects to conduct a Full Inquiry. In addition to the Program Director, a Full Inquiry shall also be conducted if requested by a Resident, Department Chair, Associate Dean for GME, Dean of the School of Medicine and Health Sciences, Office of the General Counsel, and/or Human Resources.

### ***Full Inquiry***

The Full Inquiry provides formal notice of the allegation and affords the Resident with an opportunity to respond. The Full Inquiry is overseen by the Associate Dean for GME and may be conducted by the Program Director, Department Chair, Human Resources, Office of General Counsel, or others, depending upon the nature of the allegations. Results of the Full Inquiry will be documented by the Associate Dean for GME and reported to the Resident and Program Director.

### ***Determination of Misconduct***

If the Full Inquiry results in a determination that misconduct has occurred, the Associate Dean for GME may elect to take further action, including:

1. Issuance of a Letter of Deficiency;
2. Non-promotion to the next PGY level;
3. Non-renewal of the Resident's contract;
4. Suspension from the program for a defined period of time; or
5. Dismissal from the residency or fellowship program.

### **Review**

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Upon request of a Resident within fourteen (14) days of notification of a decision to take a Reportable Action, the Dean of the School of Medicine and Health Sciences or his/her designee will review the decision to determine whether all processes and policies were followed and if the resulting decision was reasonably made. The Dean of the School of Medicine and Health Sciences or his/her designee will notify the Resident, Program Director, and Associate Dean for GME of the decision. There will be no further reviews.