

## Dismissal of Residents

**Effective:** July 1, 2016  
**Reviewed by GMEC:** June 14, 2016  
**Initial Approval by GMEC:** December 7, 1993

### Statement

A resident may be dismissed "for just cause". In all cases, however, the resident has the right to appeal the decision in accordance with the resident Grievance and Due Process Policy.

**Associated Policy (ies):** Corrective Action, Disruptive Behavior, Grievance and Due Process, Remediation

**Responsible Positions (Title) :** Program Director, Resident /Fellow, GME office

**Equipment Needed:** none

### Procedure Steps, Guidelines, Rules:

1. A resident may be dismissed "for just cause." Causes for dismissal include, but are not limited to, the following:
  - 1.1 Incapacitating illness, which in the judgment of the resident's Program Director precludes the resident from participation in the graduate medical education program and patient care activities.
  - 1.2 Failure by the resident to abide by policies of Palmetto Health's teaching hospitals, GMEC policies, departmental policies and resident related provisions of the Medical and Dental Staff Bylaws/Rules and Regulations of the teaching hospitals.
  - 1.3 Failure by the resident to demonstrate, meet, or maintain satisfactory levels of academic, professional, and/or clinical performance required by the residency programs (See Remediation Policy)
  - 1.4 Failure by the resident to comply with licensure, registration or certification requirements and/or failure by the Resident to maintain authorization for employment in the United States.
  - 1.5 Actions which directly violate any of the terms of the resident agreement of appointment.
  - 1.6 Willful or inexcusable breaches of Palmetto Health's rules or regulations (see Corrective Action policy).
  - 1.7 Unprofessional conduct or behavior by the resident which in the opinion of the Program Director and Palmetto Health, interferes with the performance of the activities provided for under the resident agreement of appointment and/or which are determined by the Program Director and the Hospital to be unsatisfactory for members of Palmetto Health's House Staff. (See Disruptive Conduct Policy)
2. The Program Director will present the recommendation for dismissal to the GMEC.
3. The GMEC will officially act on the recommendation.

4. The GMEC Executive Subcommittee may impose temporary action (e.g., administrative leave) until the GMEC meets. (See Remediation Policy)
5. The Program Director will notify the resident of dismissal decision and will collect identification badges, keys, and any other facility and records access items as soon as possible.
6. DIO will notify GME officials and direct them to notify appropriate parties to ensure that resident access to electronic medical records and other privileged residency systems is terminated as soon as possible.
7. In the event of dismissal, the resident has the right to appeal the decision in accordance with the Resident Grievance and Due Process Policy.

**References**     ACGME Institutional Requirements, IV.C.1.b [Promotion, Appointment Renewal and Dismissal]

Signature on File

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