

Disruptive Behavior Procedure

Procedure: Complaints about a resident/fellow regarding alleged disruptive behavior must be written, signed and directed to the resident's/fellow's Program Director (see Confidential report of Incident of Disruptive behavior form).

Level 1: The Program Director or designee, with the advice of GME/legal counsel:

Interviews the complainant and any witnesses within one business day of receiving the complaint. The resident/fellow is given the opportunity to respond in writing. The Program Director may:

1. Determine that no action is warranted
2. Issue a warning
3. Require a written apology to the complainant
4. Refer resident/fellow to E-Care
5. Initiate disciplinary action pursuant to GME Resident policies/procedures

Level 2: The Program Director or designee:

Interviews the complainant and any witnesses within 5 business days of receiving complaint and interviews the resident/fellow within 5 business days. He/she provides an opportunity for the resident/fellow to respond in writing. The Program Director may:

1. Determine that no action is warranted
2. Issue a warning
3. Require a written apology to the complainant
4. Refer resident/fellow to E-Care
5. Initiate disciplinary action pursuant to GME Resident policies/procedures

Level 3: The Program Director or designee:

Interviews the complainant and any witnesses within 10 business days of receiving the complaint. The resident/fellow is provided the opportunity to respond in writing. The Program Director may:

1. Determine that no action is warranted
2. Issue a warning
3. Require a written apology to the complainant
4. Refer resident/fellow to E-Care
5. Initiate disciplinary action pursuant to GME Resident policies/procedures