

Discipline – Institutional Suspension

Facility: CMC
Origin Date: July 2009
Revision Date: September 2024
Sponsor: GMEC

1. PURPOSE:

To allow the Institution to temporarily relieve a resident or fellow from clinical and educational duties so that the Institution may conduct an investigation of potential violations of institutional policies and/or standards of conduct.

2. SCOPE:

This policy applies to trainees (Trainees) in all ACGME, Council on Podiatric Medical Education (CPME), and Commission on Dental Accreditation (CODA) accredited post-graduate training programs sponsored by Carilion Medical Center (CMC).

3. DEFINITIONS:

Institutional Suspension: an action that may be taken by the DIO to temporarily relieve a Trainee of duty when it is alleged that the Trainee has been involved in a significant violation of Institutional policies, engaged in a significant violation of professional or ethical behavioral expectations, or exhibited an inability to provide patient care without jeopardizing the health and safety of patients, employees, staff or visitors. The period of Institutional Suspension allows the Institution to conduct an investigation of the allegations against the Trainee and to determine and recommend an appropriate course of action. Institutional Suspension is not a disciplinary action in and of itself. It is not reportable as “disciplinary action.” The Trainee will continue to receive full pay and benefits during a period of Institutional Suspension.

4. PROCEDURE:

A Trainee may be suspended from clinical activities by their Program Director or the Designated Institutional Official (DIO). This action may be taken to temporarily relieve a Trainee of duty when it is alleged that the Trainee has been involved in a significant violation of Carilion Clinic policies, engaged in a significant violation of professional or ethical behavioral expectations, or exhibited an inability to provide

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patient care without jeopardizing the health and safety of patients, employees, staff or visitors.

The Trainee will be notified by verbal and written notification of the suspension. This notification will include potential outcomes for the Trainee once the investigation is completed. The suspension of a Trainee’s clinical activities must be reviewed within five (5) business days by the program director, their designee, or the DIO to determine whether the Trainee may return to clinical activities and/or whether further action is warranted including, but not limited to, continued investigation, remediation, fitness for duty evaluation, or dismissal. The trainee will continue to receive full pay and benefits during a period of suspension.

Name	Title	Dept./Committee	Date
Daniel Harrington, MD	DIO	GMEC	July 2010
Daniel Harrington, MD	DIO	GMEC	June 2012
Donald W. Kees, MD	DIO	GMEC	April 2016
Donald W. Kees, MD	DIO	GMEC	August 2016
Donald W. Kees, MD	DIO	GMEC	April 2017
Donald W. Kees, MD	DIO	GMEC	January 21, 2020
Arthur T. Ollendorff, MD	DIO	GMEC	September 17, 2024