

Graduate Medical Education Policy	Discipline – Institutional Suspension
Facility/Sponsor	CMC/GMEC
Policy Origin Date	August 2019
Revision Date	September 2024

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.

SCOPE

This policy applies to all Accreditation Council for Graduate Medical Education (ACGME), Council on Podiatric Medical Education (CPME), and Commission on Dental Accreditation (CODA) accredited graduate medical education programs sponsored by Carilion Medical Center (CMC).

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

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 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.

Designated Institutional Official	Reviewing Committee	Date Approved
Daniel Harrington, MD	GMEC	June 19, 2012
Donald Kees, MD	GMEC	January 19, 2016
Donald Kees, MD	GMEC	August 20, 2019
Arthur Ollendorff, MD	GMEC	September 17, 2024