University of California, Riverside, School of Medicine

Institutional Policy

DISCIPLINARY ACTIONS

When the residents have attitudinal or discipline problems the following procedure is followed.

1. The Program Director, upon learning of or observing a problem with residents, counsels him/her about it, and documents in the individual’s file.

2. If the resident fails to address the issues or come up to expectation, the Program Director issues a written warning to the resident and may place the resident on probation. A copy of the letter is forwarded to the Associate Dean for Graduate Medical Education.

3. If the resident fails to address the issue(s) the Program Director, in consultation with the Department Chairman may give a second written warning, suspend with or without pay, elect not to renew the training agreement or dismiss the individual depending on the nature of the problem.

4. If the trainee has a complaint or grievance about the disciplinary actions, (s)he should follow the steps in the Grievance Policy.

This policy was approved by the Graduate Medical Education Committee on March 16, 2011.

Mahendr S. Kochar, MD, MACP
Associate Dean, Graduate Medical Education
Designated Institutional Official