

THE ICAHN SCHOOL OF MEDICINE AT MOUNT SINAI, NEW YORK	SUBJECT NO.
STANDARD: POLICY	
DEPARTMENT: Internal Medicine Residency	
SUBJECT: Disciplinary Action	

Institution-wide procedures for disciplinary action are set forth in the House Staff Personnel Guidelines of the Mount Sinai Hospital. (A copy of the relevant provisions from the Guidelines is appended hereto.) In summary, the Chief of Service or the Hospital Director may take disciplinary action against a House Staff Officer for four enumerated reasons. Any resident who is disciplined must receive notice of the reasons for the disciplinary action, an opportunity to be heard before an impartial tribunal consisting of house staff and attending physicians from outside the Department, an opportunity to question witnesses against him/her and a right to an appeal.

In the Department of Medicine, prior to taking disciplinary action, the Department Chairman may ask the Department's House Staff Advisory Committee to review or investigate the matter and make recommendations to him or her. During the investigative phase, if undertaken by the House Staff Advisory Committee, and before determining whether the imposition of the disciplinary action is appropriate, the Department Chairman may reassign the resident or require that he/she take a leave of absence. Such reassignment or leave must be of duration sufficiently limited so as not to affect the resident's eligibility for credit for the year. The imposition of the leave or reassignment is at the discretion of the Department Chairman. In the event the Chairman decides that a leave is required, the affected resident may require that a summary suspension be imposed to make a full due process hearing immediately available to him/her. If the resident elects to require a summary suspension, the Chairman may impose the suspension or take other appropriate action, but the leave will end. Should the Chairman decide such suspension is appropriate, it will be considered a disciplinary action, and carry with it all of the reporting responsibilities to governmental agencies.

OVERALL DISCIPLINARY STRUCTURE

Level		Leadership Involvement	Permanent Record
I	Identified Deficiency	Chief Residents	No
II	Persistent Deficiency	Advisors/APDs	No
III	Academic Advisement*	PD/GME	No
IV	Probation/Final Warning**	PD/GME/Vice Chair/Chair	Yes
V	Termination**	PD/GME/Vice Chair/Chair	Yes

* Level III requires a GME-approved letter to the resident

** Levels IV-V requires a GME-approved and Legal-approved letter to the resident. Due to the seriousness of these disciplinary actions, the resident has the right to petition the Medical Board to review them.