

Dismissal/Termination of Contract

Purpose

Define the reason(s) for dismissal or termination of contract at EVMS.

Procedures

Trainees are expected to fulfill the clinical and educational requirements of their graduate medical education program and to provide safe, effective, and compassionate patient care. Non-compliance with these expectations may result in immediate dismissal/termination of contract. Immediate dismissal/termination of contract may be based on evaluation of professional and ethical behavior and fulfillment of the conditions of the trainee appointment.

A trainee may be subject to dismissal/termination of contract during the term of his/her appointment by the Dean, Eastern Virginia Medical School, upon recommendation of the involved program director and the Vice Dean for Graduate Medical Education. Grounds for dismissal/termination of contract include:

1. Failure to rectify by the end of a probationary period deficiencies for which the trainee has been placed on probation;
2. Performance which presents a serious compromise to acceptable standards of patient care and/or jeopardizes patient welfare;
3. Unethical conduct;
4. Illegal conduct for which the trainee has pled or been found guilty, pled nolo contendere or has been granted immunity from prosecution; and/or
5. Failure to report for scheduled clinical assignments without advanced notice and permission, or emergency reasons not acceptable to the Program Director.

The affected trainee will receive written notification of this decision including specific reasons for the decision. Copies of the Due Process Policy and Grievance Procedure will be attached to the notification letter.

Right to Appeal

Trainees have the right to appeal any adverse decision made regarding their professional and educational development.

Revised: March 2023
Updated: February 2023