

Policy: Grievance

1. Any faculty member, resident, or staff person in the department can bring a problem or concern about an individual fellow's performance to the attention of the CES division head or the Program Director. These persons will attempt to resolve the problem with the fellow. Examples of concerns about fellows include but are not limited to:
 - a) Abandoning a patient
 - b) Illegal or grossly unprofessional conduct
 - c) Performance of duties while under the influence of drugs, including alcohol
 - d) Insubordination
 - e) Failure to be promoted
 - f) Failure to pass a rotation
 - g) Conflicts not resolved on an individual basis
2. If resolution of a concern is not achieved with the individual fellow then the fellow, their faculty adviser (or designee), and the Program Director (or designee), will meet to attempt a resolution.
3. The involved fellow has the right to know the specific allegation, the person making the allegation, and what supportive evidence there is for the allegation.
4. The problem may be resolved at this level (up to and including exoneration, remediation, probation, suspension or fellow dismissal from the program).
5. If the problem is not resolved at this level then any of the above can request that the Fellow Discipline Committee be convened.
6. The Fellow Discipline Committee is a four person committee created and functioning as needed by the following method:
 - a) The Program Director is the Chair of the Committee. The other three Committee members are selected by the Program Director in the presence of the involved fellow. They consist of one physician faculty member from the fellow's core faculty, one non-physician faculty member or a physician faculty not from the fellow's core faculty and the Program Director of the Department of Emergency Medicine Residency program.
 - b) The Fellow Discipline Committee must meet within two weeks of a request.
 - c) The fellow has the right to select a fellow or faculty advocate who is a member of the Department of Emergency Medicine, but IS NOT a member of the Committee nor the Department Chair. The fellow and their advocate have the right to attend all meetings of the Committee in which evidence is obtained or presented. They have the right to respond to any evidence submitted.
 - d) Deliberations regarding the evidence presented are closed.
 - e) The Committee will thoroughly investigate the charges and will make a recommendation to the Department Chair within two weeks of convening unless a longer time frame is mutually agreed upon by all members of the Committee and the resident involved in order to obtain additional information.
 - f) The Committee will recommend to the Department Chair (up to and including exoneration, remediation, probation, or termination) in a time consistent with University due process requirements.
 - g) If probation or remediation is recommended, the specific time frame, required

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activities, and evaluation must be specified. At the end of this period the Committee must re-evaluate the fellow and submit a final recommendation to the Department Chair.

7. The Department Chair will have two weeks to consider the Committee's recommendation and render a final decision.
8. Any required reports to the National Practitioner Databank due to the above actions will be made.
9. If the fellow disagrees with the final decision of the Chair then further appeal is per University of Michigan HOA guidelines. Appeals for work related issues are governed by contract with the House Officer's Association. Appeals for academic decisions can be made to the Graduate Medical Education Review Board.

Reviewed	07/2005		06/2009				
Revised		12/2008	06/2009				
Initial(s)	MN	slb	MN				