

ADVERSE ACTION POLICY

In order to maintain an effective, safe learning environment for residents and fellows (“trainees”), staff, and patients, Program Directors (“PDs”) and Nationwide Children’s (“NCH”) work cooperatively to promptly address concerns related to NCH trainee performance. See GME Resident and Fellow Performance Issues policy for examples of trainee performance issues and descriptions of types of interventions.

PDs and NCH, as the employing institution, may impose Adverse Action(s) for serious or recurring trainee performance issues.

Adverse Actions refer to any of the following actions when issued to an NCH-employed trainee in a GME or dental education program:

- Extension of training not caused by approved leave (may or may not be related Disciplinary Action)
- Not promoting to next level of training (may or may not be related Disciplinary Action)
- Non-renewal of GME contract (may or may not be related Disciplinary Action)
- Conditions on Practice (must be a related Disciplinary Action)
- Probation (must be a related Disciplinary Action)
- Suspension (must be a related Disciplinary Action)
- Termination (must be a related Disciplinary Action)

Adverse Actions are documented on the GME Performance Improvement Summary. Trainees have a right to appeal an Adverse Action through either GME Due Process or NCH Human Resources grievance policy as outlined in Resident and Fellow Performance Issues policy. PDs will notify trainees of due process rights and applicable processes.

Trainees who are suspended, dismissed, or have significant work restrictions due to performance concerns may not rotate to a site external to NCH and its facilities. The Designated Institutional Official (“DIO”) at the participating institution (or preceptor at a private office) must be notified by the NCH DIO or PD of the trainee’s status.

See also related policies:

GME Grievance (For trainee concerns which are not an Adverse Action)

GME Due Process for Adverse Action

Problem Review and Resolution HR Policy HR ER 6

Resident and Fellow Performance Issues

Approved by GME Committee: 8/25/1995; 3/8/2000; 9/20/2000; 12/16/2004; 12/18/2007; 12/15/2010; 12/6/2013; 12/20/2017; 3/18/2020