OLD DOMINION UNIVERSITY University Policy

Policy #6601 VIRGINIA HEALTH SCIENCES DISCIPLINARY ACTION POLICY (INTERIM POLICY)

Responsible Oversight Executive: Executive Vice President forestalth Sciences

Date of Current Revision or Creation: July 1, 2024

A. PURPOSE

The purpose of this policy is to outline expectations for employee behavior in the health care field and to establish a policy of progressive discipline to identify, address, and correct employment related problems, including performance deficiencies.

B. AUTHORITY

<u>Virginia Code Section 231801, as amende</u> dyrants authority to the Board of Visitors to make rules and policies concerning institution. Section 7.01(a)(6) of the Board of Visitors Bydantes authority to the President to implement the policies and procedures of the Board relating to University operations.

C. DEFINITIONS

Administrative and Professional/(PA) Faculty Employees who perform work directly related to

accepted in the Eastern Virginia Medical School Graduate Medical Education (GME) Program and have the title of Resident, Chief Resident, or Fellow.

Administrative and Professional (AP) Medical Facul Expressional by mployees who have admistrative or professional duties directly related to the management or administration of, or patient care services in, a clinical care setting on behalf of EVMS Medical Group.

Classified Medical Staff

behavior, and/or when there is evidence of a pattern of unacceptable havior for which multiple disciplinary actions have been taken within the time frames in Standards of Conduct for Classified Medical faculty rior disciplinary action will be taken into consideration for AP and TR Medical faculty when determining the appropriate level of disciplinary action.

a. Step One: Verbal warning. The purpose of the verbal warning is to make the employee aware of the unacceptable behavior, suggest ways to mitigate the behavior, and to discuss consequences of continued unacceptable

5.	GrievanceAll disciplinary action taken under this policy is grievable as follows:				

POLICY HISTORY				
Policy Formulation Committee (PFC) & Responsible Officer Approval to Proceed:				
Responsible Officer	 Date			
Policy Review Committee (PRC) Approval to	Proceed:			
Chair, Policy Review Committee (PRC)	 Date			
Executive Policy Review Committee (EPRC)	Approval to Proceed:			
Responsible Oversight Executive	 Date			
University Counsel Approval to Proceed:				
/s/ Allen T. Wilson University Counsel	June 28, 2024 Date			
Presidential Approval:				
/s/ Brian O. Hemphill, Ph.D. President	June 28, 2024 Date			
Policy Revision Dates: July 1, 2024				
Scheduled Review Date: July 1, 2025				