

OLD DOMINION UNIVERSITY

University Policy

Policy #6601

VIRGINIA HEALTH SCIENCES DISCIPLINARY ACTION POLICY (INTERIM POLICY)

Responsible Oversight Executive: Executive Vice President for Health 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

[Virginia Code Section 23-1301, as amended](#), grants authority to the Board of Visitors to make rules and policies concerning institution. Section 7.01(a)(6) of the [Board of Visitors Grants](#) authority to the President to implement the policies and procedures of the Board relating to University operations.

C. DEFINITIONS

Administrative and Professional (A) 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 Faculty Employees who have administrative 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 behavior for which multiple disciplinary actions have been taken within the time frames in Standards of Conduct for Classified Medical faculty. Prior 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. Grievance All disciplinary action taken under this policy is grievable as follows:

