POLICY ON DISMISSAL OF RESIDENTS
2013

Residents in the Department of Otolaryngology-Head & Neck Surgery have a contractual agreement with the Eastern Virginia Medical School to fulfill the clinical and educational requirements of the Department, and to provide safe, effective, and compassionate medical care. Failure to achieve these goals may lead to dismissal or termination of contract.

The Department of Otolaryngology-Head & Neck Surgery endorses those grounds for removal established by the Eastern Virginia Graduate School of Medicine, which include:

1. Failure to rectify by the end of a probationary period deficiencies for which the house staff member 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 house staff member has pled or been found guilty, pled no lo contendere, or has been granted immunity from prosecution; and/or,
5. Failure to report for scheduled assignments without advance notice and permission, or emergency reasons not acceptable to the Program Director, dismissed or terminated house staff members will receive written notification of this decision, including specific reasons for the decision. Such individuals have the right to appeal any adverse decision made regarding their professional and educational development through the Due Process Policy and Grievance Procedure established by the Eastern Virginia Graduate School of Medicine.

Eric Dobratz, M.D.
Director Residency Training
Department of Otolaryngology-Head and Neck Surgery

Barry Strasnick, M.D., F.A.C.S.
Professor and Chairman
Otolaryngology-HNS

601 Children's Lane
Norfolk, VA 23507
Phone: 757.668.9327
Fax: 757.668.9848

Suite 102, 933 First Colonial Road
Virginia Beach, VA 23454
Phone: 757.422.9300
Fax: 757.625.6118