



Misconduct Investigation Policy

GMEC approved December 19, 2024

PURPOSE: To establish a process to address misconduct by a **Resident** who fails to meet expected standards of conduct.

SCOPE: This Policy applies to all **Residents** in Programs sponsored by the University of Missouri-Kansas City (UMKC) School of Medicine (SOM). Residents who are employed by affiliated sites may also be subject to that site's Policies and Procedures.

PROCEDURES:

- A. **Misconduct** may be identified by informal or formal reports to the Associate Dean for GME.
 1. Upon receipt of a complaint of **Misconduct** by a **Resident**, an investigation of the complaint shall ensue.
 2. If the matter involves allegations of sexual harassment and/or any Title IX or equity concern (i.e., discrimination), it must be reported in the mistreatment portal on the UMKC SOM website.
 3. If the matter involves medication diversion or theft, the Associate Dean for GME must immediately notify the Associate Dean(s) for the clinical affiliate(s) where the incident may have occurred.
 - a. The clinical affiliate pharmacy supervisor will be notified of the incident by the Associate Dean of the clinical affiliate for investigation.
 - b. The Dean of the SOM may be notified.
- B. The investigation shall be conducted by the Associate Dean for GME.
 - a. This must include a review of the complaint, a discussion with the **Resident**, and discussion with any witnesses and involved parties.
- C. If the alleged **Misconduct** occurred at a clinical affiliate, other investigations may be required by that clinical affiliate or other entities.
 - a. Per Agreements with the SOM, clinical affiliates have the right to determine whether a **Resident** may work at their site during the investigation, or the Associate Dean for GME may also remove the **Resident** from that clinical affiliate site during the investigation.
 - b. The **Resident** may be placed on an administrative paid leave of absence until resolution of the matter.
- D. The **Resident** is expected to cooperate with all investigations of alleged **Misconduct**.



- E. The **Resident's** employer will be notified by the Associate Dean for GME about the alleged **Misconduct**.
- F. If the Associate Dean for GME believes that **Misconduct** occurred, the Associate Dean for GME shall determine whether a sanction shall be imposed on the **Resident**, which may be a **Written Warning**.
- G. If the Associate Dean for GME believes that the **Misconduct** warrants suspension, non-promotion, or dismissal from the **Program**, a **Notice of Reportable Action** will be sent to the **Resident**.
 - a. The **Resident** is entitled to the procedures set forth in the GME Due Process Policy.

Administered By:

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