



EASTERN VIRGINIA MEDICAL SCHOOL
DEPARTMENT OF OTOLARYNGOLOGY-HEAD AND NECK SURGERY

825 FAIRFAX AVENUE
(757) 448-5934

MAIN OFFICE
NORFOLK, VA 23507-1912
FAX (757) 446-5968

www.evmsent.org

POLICY ON DISMISSAL OF RESIDENTS ***(Revised March 2005)***

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 housestaff 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 housestaff 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 housestaff 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.

John T. Sinacori, M.D.
Director of Resident Training
Department of Otolaryngology-Head and Neck Surgery

Barry Strasnick, M.D.
Chairman
Department of Otolaryngology-Head and Neck Surgery

CHILDREN'S HOSPITAL OF THE
KING'S DAUGHTERS
601 Children's Lane
Norfolk, VA 23507
(757) 668-9327

BON SECOURS DePAUL
MEDICAL CENTER
150 Kingsley Lane
Norfolk, VA 23505
(757) 889-6670

VIRGINIA BEACH OFFICE
933 First Colonial Road
Virginia Beach, VA 23454
(757) 422-9300