The George Washington University  
School of Medicine and Health Sciences  
Graduate Medical Education Committee (GMEC) Institutional Policy  

RESIDENT DISMISSAL POLICY

I. Purpose

This policy is intended to provide a guideline for post-graduate training programs of The George Washington University School of Medicine and Health Sciences for use in dismissal of a Resident prior to the end of the contract or completion of the training program.

II. Scope

This policy applies to all Residents who participate in an ACGME-accredited post graduate medical education (GME) training program within The George Washington University School of Medicine and Health Sciences.

III. Definitions

a. Resident – refers to all Interns, Residents and Fellows enrolled in an ACGME-accredited post-graduate training program.

b. Post-Graduate Training Program – refers to a residency or fellowship educational program.

c. Dismissal – The act of terminating a Resident’s participation in a post-graduate training program prior to the successful completion of the course of training, whether by early termination of a contract, or by notice of the intent not to renew the resident contract thereby denying the resident’s promotion to the next level of training.

IV. Dismissal

1. The program director may elect to dismiss a Resident prior to completion of training due to:
   a. Failure to satisfactorily cure academic deficiencies
   b. Misconduct
   c. Failure to comply with any of the terms and conditions of the Resident contract.

2. If a program director determines that a Resident’s contract will not be renewed, (denial of promotion to the next level of training), pursuant to the ACGME’s Institutional Requirements, the program must provide written notice to the Resident no later than 4 months prior to the end of the Resident’s current contract.
3. If the primary reason for non-renewal of the contract occurs within the four months prior to the end of the contract, the Resident must be provided with as much written notice of the intent not to renew the contract as circumstances will reasonably allow.

4. The decision to dismiss a Resident should be consistent with the Academic Improvement Policy or the Resident Misconduct Policy.

5. If a program director elects to dismiss a Resident, the Resident must be advised by the program director of their right to due process as outlined in the GMEC policies for Due Process, Academic Improvement, and Resident Misconduct.

Approved by GMEC: August 31, 2011