Medical Staff Code of Conduct

Reports of alleged violations of the Medical Staff Code of Conduct may be made by any Member, Medical Affiliate, employee or staff person of LG.

Alleged violations should be reported (ideally within 24 hours) and dealt with in a confidential and professional manner, respecting all parties involved.

It is the policy of Lancaster General Hospital and the Medical Staff that any person reporting in good faith a violation of this Code of Conduct will not be subjected to retaliation of any kind.

President\President-Elect or Chair independently becomes aware of disruptive Member or Medical Affiliate behavior

Member or Medical Affiliate

Alleged disruptive behavior that rises to the level of Article 8 violations of the MS Bylaws should be reported to the President or President-Elect of MS promptly.

Employee reports alleged disruptive behavior to manager/supervisor (ideally within 24 hours)

Supervisor/manager attempts to resolve issue

Unresolved: Manager completes and delivers a confidential copy of the Conduct Event Report to MS Office for follow-up

Resolved: Manager should inform Chair of incident & resolution (if involving Chair, informs the President/President-Elect of MS)

Unresolved: Manager completes and delivers a confidential copy of the Conduct Event Form to the involved Member; maintain a copy in the Department files.

Informal investigation and resolution—send a confidential copy of Medical Staff Conduct Event Form to the involved Member; maintain a copy in the Department files for 36 months. If no further concerns develop, the report should be destroyed after 36 months.

Meeting is called with Member or Medical Affiliate who has allegedly violated the Medical Staff Code of Conduct ASAP, (recommended not to exceed 10 days from date of incident)

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If allegation involves the Chair, alleged disruptive behavior is handled by President of MS

If issue recurrent will be addressed by President on heightened severity of allegation

If allegation involves other Clinical Departments (or Divisions), alleged disruptive behavior is also to be reported to the Chair of those other involved Clinical Departments (ideally within 24 hours)

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Same process followed if Event Report submitted by Chair

President/President-Elect reviews event report & notifies Chair of submission and recommends next steps.

- Chair = Chairman of the Clinical Dept.
- MS = Medical Staff