The standards for academic advancement, clinical performance and professional growth are set forth in the residency manual. These standards are documented in writing and electronic form, distributed and explained to new and advancing residents. Residents are expected to observe the rules of employment.

It is the responsibility of the program director to take corrective action, which may include any or all of the following: verbal warning, written warning, incident notice, probation, suspension and/ or termination. If the resident has demonstrated unsatisfactory performance, conduct or attendance, the incident or behavior should be addressed immediately by the program director. The director must use specific guidelines for the management of resident performance. An important part of each step of the corrective discipline process is the corrective action plan. This is agreed upon by the resident and the program director and is designed to outline the conditions for improving the resident’s performance. The modes of intervention available to the program director include:

* Active mediation between resident, faculty member, rotation or service or with supervisor.
* Reassignment of the resident to another rotation site or supervisor should the problem be seen as existing substantially within the service or faculty member.

If the resident does receive a marginal or unsatisfactory evaluation, a plan for ending the behavior and / remediating the behavior is established. Methods may include:

* Increased supervisory contact with the program director or other faculty member.
* Appointment of a faculty member as advocate.
* Remediation plan with faculty, with development of a timetable for completion of tasks which may include:
	+ Increased supervisory contact
	+ Increased didactic work, self-study or tutorial
	+ Repetition of a particular rotation or didactic experience.

- In the event of a troubling developmental conflict, psychiatric difficulties or impairment with alcohol or substance abuse, referral to a private confidential psychiatric care will be provided. (see substance abuse policy)