UNIVERSITY OF IOWA HOSPITALS AND CLINICS
Department of Radiology

PROFESSIONAL CONDUCT VIOLATION REPORT

1. Primary Report __________________ Retaliation Report __________________

2. Occurrence Date __________ Time __________ Location __________

3. Violator Name __________________ Title __________________

4. Individuals Affected (name and title, Hospital #, if patient):

   __________________________________________________________
   __________________________________________________________
   __________________________________________________________
   __________________________________________________________

5. Factual, objective description of behavior:

   __________________________________________________________
   __________________________________________________________
   __________________________________________________________
   __________________________________________________________

6. Circumstances that precipitated the behavior:

   __________________________________________________________
   __________________________________________________________
   __________________________________________________________
   __________________________________________________________

7. Effects of the behavior:

   __________________________________________________________
   __________________________________________________________
   __________________________________________________________
   __________________________________________________________

8. Witness(es) (name and title):

   __________________________________________________________
   __________________________________________________________
   __________________________________________________________
   __________________________________________________________
9. Number of Attachments: ____________________

10. Person(s) filing the report and dates:

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11. Investigative Action: ______________________________________________________________

______________________________________________________________________________
______________________________________________________________________________
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12. Investigation Results: ____________________________________________________________

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STANDARDS FOR IDENTIFYING DISRUPTIVE BEHAVIOR AMONG PROFESSIONAL STAFF MEMBERS

A collegial working relationship between health professionals is a prerequisite to effective performance and a coordinated team approach to optimal patient care and safety. Disruptive behavior interferes with work performance and may be a direct threat to patient care and outcomes, even though there is no deliberate, conscious intention of inflicting harm.

The following principles define the basic expectations concerning professional conduct of the professional staff:

- Abusive behavior directed towards clinical staff, nurses, residents, students or other professional and support staff must not occur.

- Inappropriate comments regarding other members of the health care team, including referring physicians, must be avoided. Such comments are especially damaging when made in the presence of patients and patients' families.

- Positive communications with patients and families must be an ongoing process, as it is an important facet of the patient/health care professional relationship. Anger should not enter into these activities. Abruptness may be misinterpreted and thus should be avoided.

- Treatment of clinical staff, nurses, residents, students and other health care professionals must be respectful. These individuals must be treated as colleagues in the health care team, and abuse, discrimination or any form of harassment or demeaning behavior, including threatening retaliation due to reporting violations of these standards, will not be tolerated. Reprimands should be constructive, and severe reprimands for overt errors of omission which do occur should be carried out privately.

Behavior in violation of these principles may result in disciplinary action. All professional staff members, including clinical staff, may be subject to discipline in accord with existing disciplinary procedures. A violation by a clinical staff member that poses a threat to the quality of patient care may result in action to reduce or terminate clinical staff privileges.

Violations of these standards may be reported to the Head of the Department in which the alleged violator is appointed or to the Chief of Staff.

Approved by the University Hospital Advisory Committee
August 4, 1993

Signature ____________________________ Date ____________________________