1. **Probation & Termination:** The Executive Training Committee, comprised of the Chief of the Psychology Section, the Chiefs of Psychology in the training facilities, and the Director of Clinical Training, reserves the right to require at any time the withdrawal from the program of any fellow when in the opinion of the Committee and as documented through evidence available for review, the fellow is unfit for any reason to continue in the program. The Yale Medical School and its educational programs have an obligation to protect clients, other students, and employees, as well as an obligation to protect its educational, clinical, and research missions from harm caused by actions or conditions of a fellow. As an intermediate step, fellows may be placed on probation, with a corrective action plan that may limit their professional activities and specifies the actions necessary to end probationary status. Fellows may be placed on probation or terminated for lack of competence, potential harm, and lack of professionalism.

2. **Lack of Competence:** As documented in the Evaluation of Fellows Policy, those fellows who are unable to achieve an intermediate level of competence on all competency categories are subject to a determination at the end of the internship that they have failed to complete the program successfully. A fellow can participate in the program for a full 12 months without being on probation and yet still fail to successfully complete the program. However, major deficiencies in competencies that are judged at any time in the program to pose the potential of harm to others and/or serious breaches in professionalism may result in the fellow being placed on probation or terminated prior to the end of the internship year.

3. **Potential Harm:** Potential harm may be described as arising from: behavior regarded by faculty, clients, or the public as alarming, threatening, bizarre, hostile, or otherwise inconsistent with the duties and responsibilities of a fellow; behavior that is disruptive for working groups, clinical treatment, or educational processes; or the inability to function adequately in the role of a fellow due to illness while refusing the option of medical leave. Potential harm to other people that occurs in the context of a fellow’s professional and training duties is a legitimate concern of the internship program. Private acts of a fellow outside of this context are also a legitimate concern of the program because they may indicate the existence of a potential hazard if the person continues in his or her role as a fellow (e.g., conviction for a crime).

4. **Lack of Professionalism:** The program takes seriously any unprofessional conduct of its fellows. Professionalism includes, but is not limited to: honesty; adherence to the APA Ethical Principles of Psychologists and Code of Conduct (http://www.apa.org/ethics/code/index.aspx); adherence to applicable rules, policies, and requirements of the program, training facilities, and School of Medicine; and appropriate respect for colleagues, faculty, staff and peers.

5. **Procedures for Probation and Termination:** Serious concerns or allegations about lack of competence, professionalism, or actual or potential harm will be reported to the Director of Clinical...
Training. He or she will investigate the concerns, meet with the fellow, and present a report of findings and recommendations for review and decision by Executive Committee of the Psychology Section. Fellows can be placed on paid administrative leave during the course of the investigation provided that the reasonable efforts are made by the Director of Clinical Training and the Executive Committee to conclude their review in a timely manner. Fellows placed on probation will be given a written notice of probationary status that explains the terms of probation and a corrective action plan that outlines the demands being made of the fellow and the process by which the fellow’s progress in meeting those demands will be assessed. The fellow’s graduate school director of clinical training will be sent a copy of this written notice. Fellows who are terminated will be provided with a written notice of the reason and the effective date and have the right to appeal this decision to the Deputy Dean for Education of the Yale School of Medicine. Copies of termination notices are provided, as well, to the fellow’s graduate school.

6. **Grievance & Due Process:** Throughout the process of investigation and decision-making by the program on matters related to probation and termination, the fellow is afforded the rights and protections as outlined in the program’s Grievance and Due Process Policy. The only modification is that appeals of decisions made by the Executive Committee are not heard by an ad hoc committee, but go directly to the Deputy Dean for Education within the Yale School of Medicine.