

# WPHP Disruptive Behavior Policy and Procedure

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## *Introduction*

The intent of this policy and procedure is to assist all referral sources to manage disruptive behavior in healthcare practitioners and to utilize WPHP when appropriate. The goal of this 3-step procedure is to determine whether or not an underlying treatable illness exists and whether rehabilitation is a feasible medical option. WPHP asks that this 3-step procedure be followed prior to a referral to WPHP, although WPHP is willing to assist in the implementation of the procedure.

## *Step 1*

The first meeting is a confidential, informal, one-on-one discussion of the alleged behavior between the involved practitioner and a “friendly” colleague who represents the referral source. Prior to the discussion the practitioner is informed that confidentiality will cease if the behavior persists.

## *Step 2*

If the behavior persists, the second meeting is a non-confidential, formal meeting between the practitioner and an administrative committee which includes the “friendly” colleague, medical staff leaders, and appropriate administrative and supervisory representatives. The documented behavior is reviewed and a behavioral contract is implemented. The practitioner is informed that compliance with the contract will be monitored and that a violation of the contract will probably result in a disciplinary action.

## *Step 3*

If the behavior persists, the third meeting is a non-confidential, formal meeting with the disciplinary body that provides the practitioner with two choices: 1) be referred to WPHP, or 2) face suspension. If the practitioner accepts the referral to WPHP, the practitioner also agrees to the following:

- To sign the appropriate consents for two-way communication between WPHP and the referral source.
- Make an appointment with WPHP (206-583-0127) within three working days.
- Agree to a comprehensive evaluation by WPHP or its designee.
- Agree to implement a contract with WPHP that includes appropriate treatment and monitoring.
- Agree to a behavioral contract composed by the referral source and WPHP.

The practitioner is informed that any violation of the WPHP contract or the behavioral contract will probably result in disciplinary action.