

Policy



AOA  
AUSTRALIAN  
ORTHOPAEDIC  
ASSOCIATION

# TRAINEE MISCONDUCT POLICY



AOA



*Excellence* in Orthopaedic  
Surgical Education and Training

# Trainee Misconduct Policy

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## Purpose and Scope

This document refers to management of Trainee Misconduct and the possible consequences to Training Program participation.

## Trainee Misconduct

1. The trainee, as an employee of a training site, is subject to the terms and conditions of their employment contract and may be terminated for misconduct according to law. If a training site:
  - 1.1. Suspends the trainee due to alleged misconduct, the trainee will automatically be suspended from training.
  - 1.2. Dismisses the trainee due to misconduct, the trainee will automatically be dismissed from training.
2. Misconduct includes but is not limited to:
  - Discrimination, harassment or bullying;
  - Abusive, violent, threatening or obscene behaviour;
  - Theft, fraud or misappropriation of funds;
  - Being under the influence of alcohol or illegal drugs at work;
  - Falsification of training records, patient documentation or patient treatment;
  - Serious breach of patient safety;
  - Abandonment of employment or training post;
  - Dishonesty; and
  - Academic misconduct.
3. Allegations of trainee misconduct raised with the AOA may be referred to the Chair of Professional Conduct and Standards according to the AOA Constitution.
4. At the conclusion of the consideration of the matter by the Professional Conduct and Standards Committee under the AOA Constitution, the Board may refer the matter back to the FTC for consideration. The FTC may rely on findings made by the Professional Conduct and Standards Committee and/or by the Board as grounds for dismissing the trainee from training.
5. Complaints related to Discrimination, Harassment or Bullying will be managed according to

the AOA Bullying, Harassment and Discrimination Policy.

6. AOA may correspond with the employer or training site with regard to any allegations of misconduct against a trainee.