

Tuolumne County EMS Agency Disciplinary Matrix

Offense	Explanation	Penalties		
		1 st Offense	2 nd Offense	3 rd Offense
Failure to comply with infection control procedures that endangers yourself.	Not using gloves on all patient contacts. Not using mask and eye protection during high risk procedures. Not complying with specific orders regarding infection control issued by the Health Officer and/or EMS Medical Director that may endanger you.	Written reprimand, probation	Seven day suspension of accreditation, authorization and/or certification and probation.	Thirty day suspension of accreditation, authorization and/or certification and probation.
Failure to comply with infection control procedure that endangers others.	Not disposing of sharps into an approved container. Failure to comply with specific orders regarding infection control issued by the Health Officer and/or EMS Medical Director that may endanger others, including masking orders.	Seven day suspension of accreditation, authorization and/or certification and probation.	Thirty day suspension of accreditation, authorization and/or certification and probation.	One hundred and eighty day suspension of accreditation, authorization and/or certification and probation.
False statements, misrepresentation, deceit and/or concealment. (Minor)	When there is evidence of a misunderstanding and no personal gain attained and/or the County's relations are not adversely affected.	Corrective action plan and/or written reprimand, probation	Seven day suspension of accreditation, authorization and/or certification and probation.	Thirty day suspension of accreditation, authorization and/or certification and probation.
False statements, misrepresentation, deceit and/or concealment. (Major)	Deliberate misrepresentation, deceit and/or concealment. Violation is egregious if personal gain is attempted or attained and may justify permanent revocation.	Seven day suspension to permanent revocation of accreditation, authorization and/or certification and probation.	Permanent revocation of accreditation, authorization and/or certification.	

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Under the influence or possession of intoxicants or illicit drugs while on duty.	Physically or mentally impaired. Inability to perform duties due to use of intoxicants or illicit drugs. The odor of intoxicants or illicit drugs. Possession of intoxicants or illicit drugs on station grounds or in EMS response vehicles.	Seven day suspension to permanent revocation of accreditation, authorization and/or certification and enrollment in an alcohol/drug treatment program approved by the EMS Medical Director and probation.	Permanent revocation of accreditation, authorization and/or certification.	
Disorderly Conduct (Minor)	Threatening bodily harm, continued use of abusive language or other actions that would cause a reasonable person to fear for their safety and/or adversely affect the performance of the EMS system.	Seven day suspension to permanent revocation of accreditation, authorization and/or certification and evaluation and clearance for work by a Behavioral Health Professional approved by the EMS Medical Director and probation.	Permanent revocation of accreditation, authorization and/or certification.	
Disorderly Conduct (Major)	Actual or attempted contact with a person with the intent to inflict bodily harm.	Permanent revocation of accreditation, authorization and/or certification. Refer to Law Enforcement.		

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Theft	Actual or attempt to take property of another without consent.	Seven day suspension to permanent revocation of accreditation, authorization and/or certification and probation. Refer to Law Enforcement.	Permanent revocation of accreditation, authorization and/or certification.	
Loss of, damage to, unauthorized use of, improper maintenance or destruction of County property, records or information. (Minor)	When this occurs and there is no willfulness or intent to lose, damage, destroy or did attempt to perform proper maintenance.	Corrective action plan and/or written reprimand, probation	Seven day suspension of accreditation, authorization and/or certification and probation.	Thirty day suspension of accreditation, authorization and/or certification and probation.
Loss of, damage to, unauthorized use of, improper maintenance or destruction of County property, records or information. (Major)	When this occurs and there is willfulness or intent to lose, damage, or destroy.	Seven day suspension to permanent revocation of accreditation, authorization and/or certification and probation.	Permanent revocation of accreditation, authorization and/or certification	
Violation of safety practices and/or regulations. Failure to provide and use required safety equipment. (Minor)	Failure to observe safety practices and/or regulations thereby endangering property.	Corrective action plan and/or written reprimand, probation	Seven day suspension of accreditation, authorization and/or certification and probation.	Thirty day suspension of accreditation, authorization and/or certification and probation.

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Violation of safety practices and/or regulations. Failure to provide and use required safety equipment. (Major)	Failure to observe safety practices and/or regulations thereby endangering or causing injury to persons.	Seven day suspension to permanent revocation of accreditation, authorization and/or certification and probation.	Permanent revocation of accreditation, authorization and/or certification.	
Failure to file reports.	Failure to complete and submit required report(s) within the time limit(s) defined by policy. Late submission may be excused, for extreme circumstances, by the EMS Medical Director.	Corrective action plan and/or written reprimand, probation	Seven day suspension of accreditation, authorization and/or certification and probation.	Thirty day suspension of accreditation, authorization and/or certification and probation.
Delay in response to an emergency request for an EMS service.	Unnecessary delay from the time dispatched to the time enroute (vehicle in motion to the scene), without due cause.	Corrective action plan and/or written reprimand, probation	Seven day suspension of accreditation, authorization and/or certification and probation.	Thirty day suspension of accreditation, authorization and/or certification and probation.
Refusal to respond to an emergency request for an EMS service.	Not responding to the scene of an emergency request for an EMS response, without due cause.	Seven day suspension to permanent revocation of accreditation, authorization and/or certification and probation.	Permanent revocation of accreditation, authorization and/or certification and probation.	

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Fraud in the procurement of any certificate or license	Deliberate misrepresentation, deceit and/or concealment of pertinent information, regarding accreditation, authorization and/or certification.	Permanent revocation or denial of accreditation, authorization and/or certification and probation.		
Functioning outside the supervision of medical control in the field care system operating at the local level.	Performing procedures and/or administering medications that are not within the Local Scope of Practice.	Corrective action plan, written reprimand, probation and/or, seven day suspension and probation to permanent revocation of accreditation, authorization and/or certification.		
Gross negligence	An extreme departure from the standard of care which, under similar circumstances would have ordinarily been exercised by a reasonable and prudent person trained and acting in a similar capacity while engaged in the performance of his or her duties if confronted with a similar circumstance.	Seven day suspension and probation to permanent revocation of accreditation, authorization and/or certification.		

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Negligent acts	A failure to use such care as a reasonable and prudent person trained and acting in a similar capacity while engaged in the performance of his or her duties would use if confronted with a similar circumstance.	Corrective action plan, written reprimand, probation and/or, Seven to thirty day suspension of accreditation, authorization and/or certification and probation.	Seven day suspension and probation to permanent revocation of accreditation, authorization and/or certification.	Permanent revocation or denial of accreditation, authorization and/or certification.
Incompetence	The lack of possession of that degree of knowledge, skill, and ability ordinarily possessed and exercised by a person similarly certified, accredited or authorized.	Corrective action plan, written reprimand, probation and/or, seven day suspension and probation to permanent revocation of accreditation, authorization and/or certification.	Seven day suspension to permanent revocation of accreditation, authorization and/or certification and probation.	Permanent revocation or denial of accreditation, authorization and/or certification.
The commission of any fraudulent, dishonest, or corrupt act which is substantially related to the qualifications, functions, and duties of prehospital personnel.		Corrective action plan, written reprimand, probation and/or, seven day suspension and probation to permanent revocation of accreditation, authorization and/or certification.		

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Unprofessional Conduct	The mistreatment or physical abuse of any patient resulting from force in excess of what a reasonable and prudent person trained and acting in a similar capacity while engaged in the performance of their duties would use if confronted with a similar circumstance. Nothing in this section shall be deemed to prohibit EMS personnel from assisting a peace officer.	Permanent revocation or denial of accreditation, authorization and/or certification.		
The failure to maintain confidentiality of patient medical information.	The failure to maintain confidentiality of patient medical information, except as disclosure is otherwise permitted or required by law in Sections 56 and 56.6, inclusive of the Civil Code.	Seven day suspension and probation to permanent revocation of accreditation, authorization and/or certification.	Permanent revocation or denial of accreditation, authorization and/or certification.	
The commission of any sexually related offense	The commission of any sexually related offense specified under Section 290 of the Penal Code.	Permanent revocation or denial of accreditation, authorization and/or certification.		