

Table of Penalties - Misconduct Related to Patient Abuse

Offense	Minimum Penalty	Maximum Penalty
<p><b>Serious Physical Abuse</b></p> <ol style="list-style-type: none"> <li>1. Intentional or reckless conduct that causes death or serious disfigurement or loss or significant impairment of the function of any bodily organ or part.</li> <li>2. Conduct or inaction, which is not criminal in nature, that departs from agency policy, agency procedures and/or an individual’s treatment plan that causes an injury resulting in significant impairment of a service recipient’s physical condition or substantial pain.</li> <li>3. Conduct or inaction that departs from agency policy, agency procedures and/or an individual’s treatment plan that causes a minor injury, defined as an injury that does not cause a significant impairment of a service recipient’s physical condition or substantial pain.</li> <li>4. Unlawfully administering a controlled substance to a service recipient.</li> </ol>	<p>Dismissal</p> <p>Suspension without pay of 4 weeks or equivalent</p> <p>Suspension without pay of 2 weeks or equivalent</p> <p>Dismissal</p>	<p>Dismissal</p> <p>Dismissal</p> <p>Dismissal</p> <p>Dismissal</p>



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Offense	Minimum Penalty	Maximum Penalty
<p><b>Serious Verbal Abuse</b></p> <ol style="list-style-type: none"> <li>1. Conduct consisting of threats, taunts, derogatory comments, or ridicule, when there is no evidence that a service recipient suffered serious emotional harm.</li> <li>2. Engaging in or encouraging others to engage in cruel or degrading treatment of a service recipient, when there is no evidence that the service recipient suffered serious emotional harm.</li> <li>3. Repeated conduct consisting of threats, taunts, derogatory comments, or ridicule, which causes serious emotional harm to a service recipient.</li> </ol>	<p>Suspension without pay of 2 weeks or equivalent</p> <p>Suspension without pay of 2 weeks or equivalent</p> <p>Dismissal</p>	<p>Dismissal</p> <p>Dismissal</p> <p>Dismissal</p>