

**SUSPENSION OR DISMISSAL FROM A PROGRAM ON THE GROUNDS OF PROFESSIONAL UNSUITABILITY -- FACULTY OF HEALTH PROFESSIONS**  
(Approved by Senate September 9, 1996)

**Guidelines**

The Faculty of Health Professions, acting through its Committees on Studies at the School/College and Faculty levels, and in consultation with the Directors and Dean, may suspend or terminate a student from a program if the student is judged to be unsuitable for the profession in which s/he is studying. Because of the nature of the study and practice of the various health professions, which places caregivers in a position of special trust, certain impairments or some types of conduct unbecoming to a member of a health profession may be grounds for suspension or dismissal.

The following list includes examples of behaviours that might indicate unsuitability for the various health professions. The nature of these behaviours is such that, should any of them ever be repeated, grievous harm could be caused to clients. This list should not be considered to be all inclusive:

- i. a criminal act (e.g., assault, sexual assault, fraud, drug trafficking) which according to the established Faculty processes was determined to be of such a nature as to bring disrepute to the profession, or by which in the opinion of the Faculty, the student demonstrated poor judgement, lack of integrity or (other) unsuitability for the profession; or evidence that, on the balance of probability, the student had committed such an act;
- ii. being under the influence of alcohol or drugs while participating in client care, any other professional activity, or any activity related to the practice of the health profession;
- iii. in accordance with provisions of the Nova Scotia Human Rights Act, the occurrence of a health condition that impairs essential performance required for the health profession;
- iv. unethical behaviour as specified by the code of ethics/standard of practice of the health professions.

The student's situation will be considered with discretion throughout the investigation of the allegation of unsuitability and these deliberations shall determine whether suspension, dismissal or neither is recommended. The principles of natural justice and due process will be observed in all investigations.

Any member of the University community can bring to the attention of the Director behaviours that are deemed unsuitable. These behaviours will be investigated and allegations heard.

Appeals will follow the appeal procedure for academic matters within the Faculty of Health Professions notwithstanding that the criteria are different. At the University level, appeals will require formation of an ad-hoc Senate committee.