

## Disciplinary Guidelines

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\	Isolated incident	Pattern or Multiple incidents	Widespread Incidents	Significant Incident
<b>Actual Harm or Risk of Immediate Harm</b>	M Cat. 3	N Cat 3, 4	O Cat 3, 4	P Cat 3, 4
<b>Minimal Harm or Potential Harm</b>	I Cat. 2, 3	J Cat. 2, 3, 4	K Cat 3, 4	L Cat 3, 4
<b>No Harm</b>	E Cat. 1, 2	F Cat. 2, 3	G Cat. 2, 3	H Cat. 3, 4
<b>Technical Violations</b>	A Cat. 1	B Cat. 1, 2	C Cat. 1, 2	D Cat. 3, 4

### Categories of Discipline

1. Informal resolution, Letter of Instruction, Letter of Warning
2. Letter of Reprimand and/or Civil Penalty
3. Probation or Suspension with Remedial Conditions, Monitoring and /or Civil Penalties
4. Revocation and/or Civil Penalties

### Severity parameters\*:

- Technical Violations
- CE violations
- Advertising violations
- Fee issues, i.e. fee splitting, rebates, etc.
- Practicing without a license (Type A civil penalties allowed)

- No Harm:
  - Practice on Expired License
  - Conviction of a crime not related to practice
  - Allowing the practice of unlicensed personnel
  - Unsanitary conditions
  - Counseling violations
  
- Minimal Harm or Potential of Harm:
  - Conviction of a felony indirectly related or impacting practice
  - Impairment
  - Practice outside the scope of recognized pharmacy practice
  - Unprofessional, dishonorable or unethical conduct
  - Improper dispensing of controlled substances
  - Professional incompetence
  - Falsification of medical records
  - Counseling violations
  - Unsanitary conditions
  
- Actual or Risk of Immediate Harm:
  - Sexual misconduct
  - Conviction of a crime directly related to practice or crime of moral turpitude
  - Impairment while practicing
  - Unprofessional, dishonorable or unethical conduct
  - Professional incompetence
  - Practicing outside the scope of practice
  - Improper dispensing of controlled substances
  - Falsification of prescription records
  - Unsanitary conditions

\*Violations listed are not all inclusive but only examples of the types of violations that could result in discipline

**Scope parameters:**

- Isolated means one incident or group of incidents occurring a limited number of times
- Pattern or multiple means a single violation occurring over a period of time, or several violations occurring a limited number of times
- Widespread means an act that is occurring consistently or regularly
- Significant means an incident of gross malpractice, a violation of a Board order, fraud or falsification in the application process, or conviction of a felony involving moral turpitude.

**Diversion to a recognized professional assistance program may be appropriate in situations involving impairment.**

**Costs shall always be assessed in successful prosecutions.**

This policy was approved and adopted at the April 12, 2017 Board meeting.