



## DISCIPLINARY POLICIES AND PROCEDURES

The American Association of Neuromuscular & Electrodiagnostic Medicine (“AANEM” or the “association”) subscribes to certain standards of professional conduct as stated in Article 10.0 of the AANEM Bylaws. The Board of Directors of AANEM has adopted these Disciplinary Policies and Procedures (“Procedures”) to enable fair, confidential, and impartial review of complaints of professional misconduct concerning AANEM members and, when appropriate, to take disciplinary action against such members.

### **A. Action Without Using Disciplinary Procedures.**

Each AANEM member has a personal responsibility to promptly inform the AANEM 1) if any medical licensing authority revokes, suspends, or otherwise restricts the medical practice license of such member or takes any other disciplinary action against the member, 2) the member voluntarily surrenders his or her medical license while a proposed disciplinary action by any medical licensing authority is pending against such member, or 3) the member is indicted or convicted of a felony. In addition, those applying for membership with the AANEM are responsible for truthfully and accurately completing the membership application and must agree to abide by the AANEM Code of Conduct.

#### **1. Loss or Suspension of License**

1.1 If the AANEM becomes aware of the loss of a member’s medical license through any means of communication, the AANEM shall obtain from the appropriate governmental authorities a reasonable form of verification of the loss or surrender. The Executive Director will send proof of the loss or suspension of a medical license to the Ethics and Peer Review Committee Chair and recommend termination of the individual’s AANEM membership. Upon agreement of the Ethics and Peer Review Committee Chair of adequate proof of the loss or suspension of the license, the Executive Director shall send written notice to the member, attaching the verification, and informing the member that his or her AANEM membership will be automatically terminated in 30 days from the date the letter is postmarked or the email is sent with a delivery receipt. The notice will state that the member has 30 days to submit to AANEM information indicating, to the satisfaction of the AANEM Executive Director and Ethics and Peer Review Committee Chair, that the information on which the membership termination is based upon is erroneous or that there is some other compelling reason to defer or modify the AANEM’s decision. In such event, the procedures outlined under Action Using Termination Procedures will be utilized to further investigate the issue at the discretion of the AANEM Executive Director and Ethics and Peer Review Committee Chair.

1.2 If the factual basis for membership termination or suspension is not challenged by the member within 30 days after the giving of such notice, membership will be automatically terminated.

1.3 If the action taken against the member is revocation of a medical practice license, the member may not apply for readmission to the AANEM for at least 2 years after the date of such termination and must possess documentation of a new license to practice medicine. Holding a valid unexpired medical license is a requirement of AANEM membership.

1.4 If the action taken against the member is suspension of a medical practice license, the member may reapply immediately after the suspension has ended with a valid unexpired medical license.

#### **2. Felony Indictment/Conviction**

1.1 If the AANEM becomes aware, by any means of communication, that a member was indicted or convicted of a felony that does not result in the loss or surrender of the member’s medical license, the AANEM shall obtain from the appropriate governmental authorities a reasonable form of verification of the conviction. The Executive Director will send proof of the conviction to the Ethics and Peer Review Committee Chair and

recommend termination of the individual's AANEM membership. Upon agreement of the Ethics and Peer Review Committee Chair of adequate proof of the conviction, the Executive Director shall send written notice to the member, attaching the verification, and informing the member that the AANEM is considering bringing disciplinary action under these procedures against the member and offer the member the option of a) resigning membership in the AANEM or b) defending against any disciplinary action potentially instituted by the AANEM. The notice will state that the member must respond within 30 days.

2.2 If no response is received or if the member chooses to resign membership in the AANEM, the individual's membership will be terminated. If the member responds that they wish to defend against any disciplinary action, the AANEM Executive Director will consult with the Ethics and Peer Review Committee Chair to determine if AANEM will initiate disciplinary procedures.

### **3. Failure to Respond Truthfully to Membership Application**

3.1 When applying for membership with the AANEM, individuals agree to abide by the AANEM Code of Conduct, which certifies that they have read and will comply with the AANEM's *Guidelines for Ethical Behavior Relating to Clinical Practice Issues in Neuromuscular and Electrodiagnostic Medicine*, and the AANEM position statement, *Who is Qualified to Practice Electrodiagnostic Medicine?* They also certify that no private body or government entity has determined that the individual has violated any laws, regulations, or ethical standards. Individuals applying for membership with the AANEM must truthfully complete all aspects of the membership application. Failure to respond truthfully to the membership application or failure to agree to abide by the AANEM Code of Conduct may result in denial of the membership application or removal from AANEM membership.

3.2 The AANEM position statement *Who is Qualified to Practice Electrodiagnostic Medicine?* requires that only properly trained physicians perform and interpret needle electromyography (EMG) and interpret nerve conduction studies (NCS) and that the results of the initial NCS are reviewed by the physician as they are obtained (on-site). If AANEM learns, through uncontroverted evidence (such as a website statement or advertising material distributed by the applicant or member), that an applicant or member physician is using technologists to perform EMGs, a technologist is performing EMGs, or an applicant or member physician is interpreting NCSs or EMG reports without direct patient interaction, the Executive Director will send the evidence to the Ethics and Peer Review Committee Chair and recommend termination of the individual's AANEM membership or denial of the individual's membership application. If the Ethics and Peer Review Committee Chair agrees that the evidence shows that the applicant member failed to respond truthfully to the membership application and/or uphold the AANEM Code of Conduct, the Executive Director shall send written notice to the applicant or member, informing the individual that his or her application has been rejected or his or her AANEM membership will be automatically terminated 30 days from the date the letter is postmarked or email sent with receipt notification. If the application for membership is rejected, the AANEM will also notify the member that the dues payment has been refunded. The notice will state that the member has 30 days to submit to AANEM information indicating, to the satisfaction of the AANEM Executive Director and Ethics and Peer Review Committee Chair, that the information on which the membership termination/application denial is based upon is erroneous or that there is some other compelling reason to defer or modify the AANEM's decision.

3.3 If the applicant or member does not respond to the notice within 30 days, the individual's membership will be terminated or application will be rejected. If the member responds that he or she wishes to oppose the disciplinary action, the AANEM will initiate action using the disciplinary procedures, which are outlined below.

### **B. Action Using Disciplinary Procedures.**

When a complaint is filed with the AANEM Executive Office that is not listed under Action Without Using Disciplinary Procedures, the Executive Director will notify the Ethics and Peer Review Committee Chair of the complaint. The Ethics and Peer Review Committee Chair has the discretion to establish a subcommittee composed of the members of the current Ethics and Peer Review Committee to review the complaint or to have the Ethics and Peer Review Committee as a whole review the complaint. In the event of a real or potential conflict of interest of any chair or member of the committees (Ethics and Peer Review

Committee, Disciplinary Committee, or Appeals Committee), the President of AANEM shall appoint another member to serve in the place of the person with the conflict.

## **1. Complaints Against AANEM Members**

1.1 Complaints concerning the professional conduct of an AANEM member may be filed by members or nonmembers. Complaints may also be initiated by the Ethics and Peer Review Committee, as described below. The AANEM does not review complaints against nonmembers.

1.2 Complaints concerning the professional conduct of an AANEM member must be submitted in writing to the association office using the AANEM Grievance Complaint Form. If a complaint is received that does not include all items of information outlined in the AANEM Grievance Complaint Form, the person filing the complaint (“the complainant”) will be asked to resubmit the complaint with all of the requested information.

1.3 Receipt of all complaints will be promptly acknowledged by the association office. The complainant will be sent a copy of these Procedures. Individuals bringing complaints are not entitled to any relief or damages by virtue of this process, although they will receive notice of the actions taken.

1.4 The Ethics and Peer Review Committee, acting as a whole or through its Chair, may file a complaint on its own initiative, or otherwise submit a matter for preliminary determination without submission of a complaint, if the committee has reliable information that an AANEM member has engaged in professional or ethical misconduct, e.g., the member’s professional misconduct is a matter of public record or has been adjudicated by another peer review body, such as a state or local Board of Medical Examiners, Board of Professional Medical Responsibility, or medical society.

1.5 If a member self-reports, review of the matter shall be subject to preliminary determination by the Ethics and Peer Review Committee in accordance with these Procedures.

1.6 Single anonymous complaints will not be considered actionable, but the Ethics and Peer Review Committee may use information provided in such complaints, or from any other reliable source, as the basis for review and preliminary determination of a self-initiated complaint, by the Ethics and Peer Review Committee, under these Procedures.

1.7 In accordance with Article 10.0 of the AANEM Bylaws, the association shall consider disciplinary action for professional misconduct on the part of any member of the association for which similar action has been taken by a state or county Board of Medical Examiners, Board of Professional Medical Responsibility, or like body, or by a federal, state, or local court of competent jurisdiction. Complaints generally will not be considered and reviewed unless the complaint has been previously investigated and a formal adverse determination has been made by another professional review body or a court of competent jurisdiction. The association may consider disciplinary action when allegations of serious misconduct are brought to the attention of the Board of Directors, and there is reliable information supporting these allegations.

## **2. Confidentiality and Disclosures**

2.1 Proceedings of the Ethics and Peer Review Committee, Disciplinary Committee, Appeals Committee and the AANEM Board of Directors relating to disciplinary matters, are confidential. Written communications should be sealed and marked “Personal and Confidential.” All AANEM members and staff shall agree to confidentiality prior to participation in disciplinary proceedings.

2.2 All information concerning complaints against members shall be confidential, except that any committee may disclose such information when compelled by a valid subpoena, when otherwise required by law, or as otherwise provided in these Procedures.

2.3 Information concerning complaints may be shared with legal counsel of the association, with designated AANEM staff, and with members who are involved in the disciplinary process as described in these Procedures.

2.4 Any disciplinary actions imposed shall be reported to the appropriate state or federal authorities as designated by law, including but not limited to the National Practitioners Data Bank and state boards of

medical practice or like bodies. The AANEM Board of Directors shall periodically report to the membership the number and nature of disciplinary actions taken under these Procedures. Such reports will not disclose the names or other identifying information of the disciplined members.

### **3. Indemnification**

3.1 In accordance with Article 11.0 of the AANEM Bylaws, the association shall indemnify all officers, directors, employees, agents, and volunteers of the association, including but not limited to Board members, committee and subcommittee members, and AANEM staff, with respect to investigations or actions taken on behalf of the AANEM under these Procedures to the full extent permitted under applicable law.

### **4. Conflicts of Interest and Standards of Investigation**

4.1 No one who has any personal involvement in the alleged misconduct of a member or who otherwise has a conflict of interest shall be permitted to participate in the matter to be reviewed. Likewise, no individual who is in direct economic competition with an AANEM member accused of professional misconduct may participate in the matter to be reviewed.

4.2 Investigations and deliberations are conducted objectively, without any indication of prejudice. An investigation may be directed toward any aspect of a complaint which is relevant or potentially relevant.

4.3 No disciplinary action may be taken against an AANEM member unless (a) a reasonable effort has been made to obtain the facts of the matter, (b) there is a reasonable belief that the action is warranted by those facts, and (c) the notice and hearing provisions of these Procedures have been followed.

### **5. Preliminary Determination**

5.1 Following the submission of a complaint against an AANEM member (“the complainee”), the Ethics and Peer Review Committee Chair, with the assistance of association staff, shall promptly determine whether to (a) dismiss the complaint as unworthy of further consideration on the grounds that it is frivolous or is not actionable under the AANEM Bylaws and these Procedures, (b) refer the complaint to the entire Ethics and Peer Review Committee or a subset of the committee to conduct a full review and investigation, and/or (c) refer the complaint to a state or local Board of Medical Examiners, Board of Professional Medical Responsibility, medical society, or other appropriate professional peer review body.

5.2 The Ethics and Peer Review Committee Chair may, in his or her discretion, stay the disciplinary process pending the completion of civil or criminal litigation and/or a state licensure proceeding involving the same complainee and the same or similar facts.

5.3 If there is insufficient information to determine whether to refer the matter to the Ethics and Peer Review Committee for review, the complainant shall be given an opportunity to submit additional information within 30 days.

5.4 If, after receiving additional materials from the complainant, there is still insufficient information to warrant a referral or dismissal, the Ethics and Peer Review Committee Chair may request information or a written response from the complainee or any other association member (subject to the confidentiality policy set forth in Section 2 above). The Ethics and Peer Review Committee Chair shall also send the complainee a copy of the complaint form, a summary of the allegations against the complainee, a copy of these Procedures and supporting sections of the AANEM Bylaws with written notice indicating that a preliminary determination is being made whether to refer the matter for review by the Ethics and Peer Review Committee or otherwise stating the status of the matter is under review. In addition, the complainee shall be informed that any information the complainee submits will become part of the record and could be used if further proceedings ensue. Contact with the complainee is not required by these Procedures as part of the preliminary determination; but if any such contact is made, the provisions of this subsection must be followed.

### **6. Review: Ethics and Peer Review Committee**

6.1 Upon referral of a matter following a preliminary determination, the Ethics and Peer Review Chair shall promptly designate one or more members of the committee, with the assistance of one or more members of the association staff as designated by the Executive Director of the association, to conduct the review and investigation of the matter.

6.2 The Ethics and Peer Review Chair shall cause written notice to be sent to the complainee stating that a complaint has been filed against him or her alleging professional misconduct and that the matter has been referred to the Ethics and Peer Review Committee for investigation. The complainee shall be provided a copy of the complaint form, a summary of the allegations against the complainee, a copy of these Procedures, and supporting sections of the Bylaws. The notice shall request that the complainee respond to the allegations and provide any information relevant to the committee's review and investigation within 30 days from receipt of such notice. The complainee shall be informed that any information the complainee submits will become part of the record and could be used if further proceedings ensue.

6.3 The review and investigation by the Ethics and Peer Review Committee shall include, without being limited to, one or more of the following steps: interviews of the complainant, the complainee, and any other person who has knowledge of the facts involved; interviews of physicians or other appropriate individuals in the complainee's field of practice; examination of the medical or other records that are relevant to the complaint and examination of the association's records for any previous disciplinary cases concerning the complainee.

6.4 The Ethics and Peer Review Committee Chair may invite the complainee and the complainant to engage in mediation of the complaint with the Ethics and Peer Review Committee Chair acting as the mediator. If a resolution of the complaint is reached that is satisfactory to the complainant, the complainee, and the Ethics and Peer Review Committee, a final report shall be prepared and retained by the association for at least 3 years.

6.5 If mediation is not chosen or is unsuccessful, and after the review and investigation is completed, a written report shall be made by the designated members of the committee to the full Ethics and Peer Review Committee. The Ethics and Peer Review Committee shall evaluate the report and take one of the following actions based upon a majority decision of the committee:

- a. Dismiss the complaint as unworthy of further consideration.
- b. Enter into a voluntary remedy with the complainee.
- c. Refer the complaint to another agency for consideration.
- d. Prepare charges for submission to the AANEM Disciplinary Committee.

6.6 The Ethics and Peer Review Committee Chair shall provide a written report to the complainant and the complainee advising them of the committee's findings and action.

6.7 If the action of the Ethics and Peer Review Committee is to bring charges against the complainee, the charges shall state the substance of the alleged professional misconduct and shall state concisely the material facts. The charges shall be based on the grounds for disciplinary action provided in Section 10.2 of the AANEM Bylaws. The Ethics and Peer Review Committee may also recommend proposed sanctions consistent with those provided in the Bylaws, e.g., censure, suspension of membership, or expulsion from the association. A copy of the charges shall be forwarded to the Disciplinary Committee.

## **7. Disciplinary Committee Proceedings**

7.1 Within 30 days of receiving charges from the Ethics and Peer Review Committee, the Disciplinary Committee shall serve the complainee with a copy of the charges, any proposed sanction, the reasons for the committee's decision, and a list of AANEM members from which to choose two hearing panel members. Notification shall be sent by certified U.S. mail, return receipt requested. In addition to a copy of the charges, the mailing to the complainee shall also include a notice stating:

- a. that the complainee has a right to appear at a "closed door" hearing and a summary of the complainee's rights during any such hearing;
- b. that the complainee must state in writing, within 30 days from the date of the notice, whether he/she wishes to exercise his/her right to a hearing and that failure to respond to the notice or appear without good cause shown shall constitute a waiver of complainee's right to a hearing;
- c. that the complainee may file a written response to the charges, in addition to or in lieu of appearance at a hearing, for receipt by the Disciplinary Committee no later than 15 days prior to the hearing date;
- d. the date, time, place and object of the hearing to be conducted on the charges, which shall not be less than 60 days from the date of the notice;

- e. a list of the names of the witnesses expected to testify against the complainee at the hearing;
- f. that the complainee has the right to choose two additional panel members from the list of AANEM members provided to the complainee from a list of the current year's committee and task force chairs and 10 years of AANEM past presidents. These additional members will be included on the panel that will hear the complaint (see paragraph 7.4 below).
- g. If the complainee does not respond to the notice, does not request a hearing, or notifies the Committee that he/she will not contest the charges, then no hearing is necessary.

7.2 No less than 30 days before the hearing, the Ethics and Peer Review Committee shall send the complainee and the Disciplinary Committee copies of all documents planned to be offered as evidence. Likewise, the complainee must send to the Ethics and Peer Review Committee and the Disciplinary Committee copies of all documents planned to be offered as evidence for receipt no less than 30 days prior to the hearing. The complainee must also submit at that time his/her choice for the two additional members of the hearing panel. If the complainee does not submit the names at this time, the right to have additional panel members is waived.

7.3 For good cause shown, the Disciplinary Committee may grant a continuance of not more than 30 days for the hearing on the prior written request of either the complainant or the complainee. Multiple continuances may be granted. A request for a continuance must be filed at least 5 working days before the date of the hearing.

7.4 The hearing shall be held before the members of the Disciplinary Committee appointed by the Chair of the Disciplinary Committee and two AANEM members chosen by the complainee from the list provided per paragraph 7.1 (herein referred to as "the hearing panel"). A nonmember of the Disciplinary Committee who is experienced in medical disciplinary matters may be appointed by the committee to preside over the procedural issues at the hearing. Otherwise, the Disciplinary Chair will preside over the proceeding. The Ethics and Peer Review Committee Chair or a member designated by the Ethics and Peer Review Committee Chair shall present the charges and evidence against the complainee.

7.5 In the event that the complainee or the complainant fails to appear at a duly noticed hearing without obtaining a continuance or providing advance notice, the hearing panel may proceed with the hearing in the absence of either or both, and shall make its decision based on the evidence available at the hearing. If the complainee advises the Ethics and Peer Review Committee that he/she will not attend the hearing, the panel may hold the hearing by teleconference. The presence of the complainant is not required unless the hearing panel determines that the complainant's testimony is essential to substantiating the allegations against the complainee.

7.6 At the hearing, the complainee may be represented by an attorney or other person of the complainee's choice.

7.7 A record of the hearing (via court stenographer, audio, or video at the discretion of the panel chair) shall be made. A copy thereof shall be provided to each party and the complainant upon request and the payment of reasonable costs of recording and producing such record.

7.8 The Ethics and Peer Review Committee Chair or representative shall offer relevant evidence against the complainee. Extraneous evidence shall not be permitted, but it shall not be necessary to comply with legal rules of evidence as required in a court of law.

7.9 When the Ethics and Peer Review Committee Chair or representative has completed the presentation of evidence, the complainee shall have the right to offer relevant evidence on the issues presented.

7.10 The Ethics and Peer Review Committee Chair or representative and complainee may call, examine, and question witnesses.

7.11 After the Ethics and Peer Review Committee Chair or representative and complainee have completed the presentation of evidence, they may each make a brief summary statement to the panel.

7.12 The Ethics and Peer Review Committee Chair or representative and complainee may submit a written statement to the panel within 10 days after the conclusion of the hearing, or within such other time period set by the panel chair. No extension of time may be granted for the filing of such written statement.

7.13 Within 30 days after the time for filing final statements has expired, the hearing panel shall decide whether the charges against the complainee should be dismissed or sustained and what sanctions or other actions are appropriate. If the charges are proved by a preponderance of the evidence based on majority vote of the hearing panel, the charges shall be sustained. The decision shall be rendered in written form and shall include the basis for the decision reached. The hearing panel's decision shall be the decision of the Disciplinary Committee.

7.14 The association shall promptly send copies of the Disciplinary Committee's written decision to the complainee and complainant by certified U.S. mail, return receipt requested, and shall also notify the Ethics and Peer Review Committee. The complainee shall also be notified of his/her right to appeal the Disciplinary Committee's decision to the AANEM Appeals Committee and that any such appeal must be submitted within 30 days from the time that notice of the Disciplinary Committee's decision was mailed. If no appeal is filed, the decision of the Disciplinary Committee becomes final, binding, and effective upon approval by the Board of Directors.

7.15 The filing of an appeal shall automatically act to stay the execution of a disciplinary action until the appeal is completed. The Disciplinary Committee shall have the authority to take any action appropriate to preserve the effectiveness that the disciplinary decision will have if upheld on appeal.

## **8. Appeals of the Disciplinary Committee's Decision**

8.1 The complainee may request an appeal of an adverse decision of the Disciplinary Committee by submitting a written notice to the Appeals Committee within 30 days after the issuance of the Disciplinary Committee's decision. The complainee may also request an appellate hearing. Such a request must be submitted with the notice of appeal. A copy of the notice of appeal will be forwarded to the complainant and the Disciplinary Committee Chair.

8.2 All communications and other documents offered into evidence before the Disciplinary Committee shall be forwarded to the Appeals Committee, as well as a copy of the Disciplinary Committee's decision.

8.3 The Appeals Committee shall notify the complainee and Disciplinary Committee of their right to file a written statement discussing the relevant issues of fact and law. Such a statement must be submitted to the association within 30 days of the notice of appeal. The Appeals Committee shall not consider arguments and evidence not presented to the Disciplinary Committee unless there is good cause for the failure to present such arguments or evidence.

8.4 If an appellate hearing is timely requested, the Appeals Committee shall notify the complainee and the Disciplinary Committee Chair that a hearing will be held at a designated time and place not less than 60 days from the date of the request for an appellate hearing.

8.5 The "closed door" hearing shall be held before a panel of three members of the Appeals Committee (hereinafter referred to as "the appellate panel") appointed by the Chair of that Committee. Panel members shall choose a chair from the panel. The Disciplinary Committee Chair shall designate a member of that Committee to present the charges and evidence against the complainee.

8.6 Continuances may be granted in the discretion of the appellate panel chair for good cause shown. Requests for continuances must be filed at least 5 working days before the date of the hearing. In the event that the complainant fails to appear at a duly noticed appellate hearing without obtaining a continuance or providing advance notice, the appellate panel may proceed with the hearing in the absence of either or both, and shall make its decision based on the evidence available at the hearing. If the complainee advises the Committee that he/she will not attend the hearing, the panel may hold the hearing by teleconference.

8.7 The complainee shall have the right to open and close the argument. Unless the appellate panel determines otherwise, the complainee shall have 30 minutes to present his or her argument, to be divided, at the

complainee's election, between the opening and rebuttal. The Disciplinary Committee representative shall have 20 minutes to present his or her argument. No other or further arguments shall be permitted.

8.8 The appellate panel shall accept the Disciplinary Committee's findings of fact as long as those findings are reasonable in view of all the evidence. The appellate panel shall, by majority vote, affirm, reject, or modify the disciplinary decision or request the Disciplinary Committee take other appropriate action. The panel shall issue a written opinion that states its decision and the basis of the ruling. The decision shall be rendered in writing within 30 days of receipt of the last statement filed by one of the parties or, if an appellate hearing is held, within 30 days of the hearing.

8.9 The Appeals Committee shall promptly notify the Board of Directors, the Disciplinary Committee, the complainee, and the complainant of the decision, and send copies of the decision to each party.

## **9. Board of Directors' Decision**

9.1 Within 30 days after the time period for filing an appeal of the Disciplinary Committee's decision has passed, or, if such an appeal is filed, within 30 days following the decision of the Appeals Committee, the AANEM Board of Directors shall, by majority vote, affirm, reject, or modify the decision of the Disciplinary Committee or Appeals Committee with respect to the proposed charges and/or sanctions.

9.2 Before making any decision, members of the Board shall be provided with a copy of the charges and proposed sanctions, a copy or summary of the complainee's response, a summary of the evidence and procedural background, and the vote of the Disciplinary Committee and the Appeals Committee, if applicable. The Board shall cause a written summary of its decision to be prepared.

9.3 The association shall promptly send copies of the Board's written decision to the complainee and complainant, if any, by certified U.S. mail, return receipt requested, and shall also notify the Ethics and Peer Review Committee and Disciplinary Committee of the decision.

9.4 The decision of the Board of Directors is not appealable.

## **10. Resignation**

10.1 If a complainee voluntarily surrenders his or her membership at any time during the pendency of complaint under Section B of these Procedures, the complaint shall be dismissed without any further action by the Ethics and Peer Review Committee, Disciplinary Committee, the Board, or Appeals Committee. The complainee may not reapply for membership in the AANEM for 5 years.

10.2 Where a voluntary surrender of membership occurs per 10.1, the record will continue to be subject to the confidentiality provisions of Section 2 of these Procedures. The Board shall report the fact and date of resignation, and the fact and general nature of the complaint which was pending at the time of the resignation, to the appropriate professional peer review bodies or government entities, including relevant state licensing boards and the National Practitioner Data Bank. Notice of the resignation and dismissal of the complaint also will be promptly sent to the complainant.

Approved by the Board of Directors: September 2016  
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