

Texas Tech University Health Sciences Center El Paso Institutional Compliance Procedure

Procedure: HSC EP OP 52.14 Privacy Disciplinary Recommendation Guide – Attachment A	
Effective Date: May 1, 2016	Last Review Date: April 16, 2026
References: HSCEP OP 52.14	
TTUHSC El Paso Institutional Compliance Website: http://elpaso.ttuhscc.edu/compliance/	

Scenario Key	Disciplinary Outcomes Key	
Repeat - Collaboration with Administration	R	Termination T
Failed to Self-Disclosure	SD	Decision Making Leave - leave pending investigation outcome DM
Performance Issues - Collaboration with Administration	PI	Final Written FW
Violations of law or HSCEP OP	V	Written W
Intentional Harm - access for personal gain or malicious intent	I H	Verbal Warning Coaching VW C
Scenario Key	Disciplinary Outcomes Key	
1	R + SD	VW, W
2	R + PI	VW, W
3	R + V	W
4	R + I	W, FW
5	R + H	T
6	R + SD + PI	VW, W, FW
7	R + SD + V	W, FW
8	R + SD + I	VW, W, FW
9	R + SD + H	T
10	R + SD + PI + V	W, FW
11	R + SD + PI + I	W, FW
12	R + SD + PI + H	T
13	R + SD + PI + V + I	T
14	R + SD + PI + V + I + H	T
15	R + PI + V	W, FW
16	R + PI + I	W, FW
17	R + PI + H	T

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18	R + V + I	FW, DM, T

19	R + V + H	FW, DM, T
20	R + I + H	T
21	SD + PI	C, VW
22	SD + V	W
23	SD + I	W, FW
24	SD + H	T
25	SD + PI + V	W, FW
26	SD + PI + I	W, FW
27	SD + PI + I + H	T
28	SD + PI + V + I + H	T
29	SD + V + I	FW, T
30	SD + V + H	W, FW, DM, T
31	SD + I + H	T
32	PI + V	VW, W
33	PI + I	W, FW
34	PI + H	T
35	PI + V + I	FW, T
36	PI + V + I + H	T
37	PI + V + H	W, FW, DM, T
38	PI + I + H	T
39	V + I	W, FW
40	V + H	W, FW, DM, T
41	V + I + H	T
42	I + H	T
43	V	C, VW

Review Date: 3/21/2022, 1/18/2024, 2/15/2024, 3/17/2026, 4/16/2026

Revision Date: 4/21/2022, 1/23/2024, 2/15/2024