

**SUMMARY of the Decision of the Inquiries, Complaints and Reports Committee
(the Committee)**
(Information is available about the complaints process [here](#) and about the Committee [here](#))

**Dr. Harry Felcenbuch Dachis (CPSO #53197)
(the Respondent)**

INTRODUCTION

The Complainant contacted the College of Physicians and Surgeons of Ontario (the College) to express concern about the Respondent's conduct. Specifically, the Complainant reported that the Respondent, a psychiatrist, threatened two nurses while working at a hospital psychiatric inpatient unit.

COMPLAINANT'S CONCERNS

The Complainant expressed concerns regarding the Respondent's aggressive and unprofessional behaviour.

COMMITTEE'S DECISION

The Committee considered this matter at its meeting of May 3, 2023. For the reasons set out below, the Committee required the Respondent to appear before the Committee to be cautioned with respect to controlling his temper and use of violent language in the workplace. The Committee also agreed to accept an undertaking from the Respondent which included that he complete education in professionalism and communication.

COMMITTEE'S ANALYSIS

The Committee reviewed the materials pertaining to the hospital's investigation into the Respondent's conduct. The investigative record confirmed that the concerns regarding the Respondent's behaviour and the threats made against the nurses were substantiated. The Respondent did not deny that he used inappropriate language in these interactions and has apologized for his behaviour.

The College policy *Physician Behaviour in the Professional Environment* outlines that physicians must act in a respectful, courteous and civil manner towards their patients, colleagues, and others involved in the provision of health care. This policy outlines at section 6 that physicians must work respectfully and collaboratively with other members of the health-care team, including all who are involved in the provisions of health care. The policy also outlines that physicians must not engage in disruptive behaviours, which include "rude, profane, disrespectful, insulting, demeaning, threatening, bullying, or abusive language, tone, innuendos, and behaviour" as well as

“use, attempted use, or threat of violence or physical force with patients, colleagues, and others involved in the provision of health care”.

While the Committee accepts that there was no likelihood of the Respondent carrying through on his threats to “choke” or “kill” staff, we note that the language used by the Respondent raises serious concerns. The Respondent’s use of violent, threatening language in the workplace demonstrates a lack of respect and self-control, especially when used in front of patients.