

**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. Mamdouh Zaki Abdel-Malak (CPSO #61325)**

**INTRODUCTION**

The College received information raising concerns about urologist Dr. Abdel-Malak's conduct. Subsequently, the Committee approved the Registrar's appointment of investigators to conduct a broad review of Dr. Abdel-Malak's practice.

**COMMITTEE'S DECISION**

A General Panel of the Committee considered this matter at its meeting of October 16, 2019. The Committee required Dr. Abdel-Malak to attend at the College to be cautioned in person with respect to communications with colleagues.

**COMMITTEE'S ANALYSIS**

Review of the investigative record included Dr. Abdel-Malak's personnel file from the hospital where he worked and the report of an internal investigation the hospital ordered into Dr. Abdel-Malak's disruptive behaviour in the workplace and conduct with colleagues.

The extent of the ongoing concerns about Dr. Abdel-Malak throughout his career at the hospital is alarming. The record revealed that Dr. Abdel-Malak has been the subject of multiple complaints over the years, primarily from nurses and anaesthetists. The hospital's external reviewer, in a report which the Committee found to be comprehensive, well reasoned, and reasonable, concluded that Dr. Abdel-Malak creates a toxic environment given his unprofessional behaviour that included sexualized comments. The reviewer also noted that Dr. Abdel-Malak exhibited abusive, aggressive, and threatening behavior and has shown himself to be ungovernable at the hospital.

Dr. Abdel-Malak also has an extensive history of complaints to the College. The College's investigations of these matters have resulted in significant outcomes, including two specified continuing education and remediation programs not yet completed and two prior cautions with respect to interpersonal relations in the work environment.

The Committee determined that a caution was indicated in this matter even though Dr. Abdel-Malak is no longer in practice in Ontario. The Committee wanted to ensure that other jurisdictions would be aware of the significant problems that arise in Dr. Abdel-Malak's communications with colleagues should he ever decide to practise medicine in another jurisdiction.