

**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. John Minardi (CPSO #33399)
(the Respondent)**

INTRODUCTION

The Respondent is a general practitioner. The Complainant, who is a hospital staff member, contacted the College of Physicians and Surgeons of Ontario (the College) to express concern about the Respondent's communications and conduct while he was working in the hospital Emergency Department.

In particular, the Complainant is concerned that the Respondent grabbed her arm in an aggressive manner; yelled at her to "Get the hell out"; laughed at her when she asked why he was treating her like that; and made a comment "I can see that she doesn't belong".

COMMITTEE'S DECISION

A General Panel of the Committee considered this matter at its meeting of January 10, 2024. The Committee required the Respondent to appear before a Panel of the Committee to be cautioned with respect to physician behaviour in the professional environment.

COMMITTEE'S ANALYSIS

The Respondent acknowledged using language similar to that reported by the Complainant and to pushing through a group of his colleagues, of which the Complainant, who he did not know, was a part, in jest. He explained that the whole interaction was intended as a joke and that he mistook the Complainant for someone else. He acknowledged that he is required to maintain the standards of professionalism set out in the College policy *Physician Behaviour in the Professional Environment* and is committed to improving his behaviour in the professional environment.

The Committee was concerned not only by the Respondent's actions and language, but also because it appeared that the Respondent, in the immediate aftermath of the initial interaction did not appear to demonstrate the level of insight that would be expected from a medical professional and recognize that his comments were causing the Complainant further upset. The Committee felt that this behaviour was disruptive and showed a lapse of judgment on the Respondent's part. The Respondent has a history of College complaints, which demonstrated a pattern of communications and professionalism concerns in the workplace, and this elevated the Committee's concern.

The Committee recognized that the Respondent has said he intends to take steps to improve his behaviour in the professional environment, including professional education, and that he has begun private communications coaching. However, given the troubling nature of the behaviour in this case, the Committee was of the opinion that the Respondent should be cautioned as set out above.

This is a summary of the Committee's decision as it relates to the Caution disposition.