



Dr. Arvind RENGARAJAN

Charges

Date Charge(s) Laid:	September 15, 2018
Hearing:	Not Required
Charge(s):	Unprofessional Conduct
Outcome Date:	December 21, 2018

The Council of the College of Physicians and Surgeons directs that, pursuant to section 47.5 of **The Medical Profession Act, 1981**, the Discipline Committee hear the following charge against Dr. Arvind Rengarajan, namely:

*You Dr. Arvind Rengarajan are guilty of unbecoming, improper, unprofessional or discreditable conduct contrary to the provisions of Section 46(o) and/or section 46(p) of **The Medical Profession Act, 1981**, SS 1980-81, c M-10.1 and/or paragraphs 9 and 52 of the Code of Ethics contained in Bylaw 7.1 of the Regulatory Bylaws of the College of Physicians and Surgeons of Saskatchewan, particulars whereof are that in the course of your professional practice in Warman, you engaged in a pattern of communication and behaviour such that you failed to treat former staff members with dignity and as persons worthy of respect.*

The evidence that will be led in support of this charge will include some or all of the following:

- a) You told former staff members on multiple occasions that they were incompetent;*
- b) On more than one occasion, you indicated that a “monkey” could do staff members’ jobs;*
- c) You raised your voice at former staff members on multiple occasions;*
- d) With respect to a former staff member referred to in this charge as Employee 1 you spoke to her in a rude and demeaning fashion on multiple occasions;*
- e) During an incident on or about May 20, 2016, you advised Employee 1 that the only way the “old fucking cow” [understood to reference a colleague] would stop you was to terminate you and if that occurred, you would “take her and this clinic down;”*
- f) During an incident on or about May 25, 2016, you yelled at former staff members referred to in this charge as Employees #2 and #3 for putting patients in your*

exam rooms because you were late for your lunch break. You called them incompetent;

- g) On one occasion you stated to Employee 2 that Employee 1 was “fucking nuts”;*
- h) During an incident on or about October 20, 2016, you yelled at Employee 1 and threatened to take her and the clinic down. You also yelled at Employee 1 “I don’t give a monkey’s ass” in the presence of patients;*
- i) During another incident on or about October 20 or 27, 2016, you were angry with a former staff member referred to as Employee 4, you yelled at her, and you kicked back a stool you had been sitting on and stepped towards her.*