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## COMPLIANCE RULING

In the matter of the University of Virginia Medical Center  
Ruling Number 2025-5883  
May 12, 2025

The grievant has requested a ruling from the Office of Employment Dispute Resolution (“EDR”) at the Department of Human Resource Management in relation to alleged noncompliance with the grievance procedure by the University of Virginia Medical Center (the “agency”). On or about March 23, 2025, the grievant submitted a grievance that primarily challenges her receipt of a formal written counseling. Pursuant to her grievance, the grievant requested a document that reflected the patient records she had reviewed on January 2, 2025. While this ruling request was pending, the agency provided the grievant with the requested record, appropriately redacting patient identifying information. Therefore, it appears that the agency has corrected any alleged noncompliance with regard to the grievant’s request for records, to the extent there was noncompliance at all. As such, the compliance matter is resolved.

It appears that the grievance had proceeded to the second step, with a meeting held and a step response issued.<sup>1</sup> Thus, the grievant has five workdays from receipt of this ruling to decide whether to proceed to the next step or to conclude her grievance. EDR’s rulings on matters of compliance are final and nonappealable.<sup>2</sup>

*Christopher M. Grab*  
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<sup>1</sup> The grievant disputed how this meeting occurred and the fact that the document she sought was allegedly not reviewed before the response was issued. However, the grievant did not make that topic the subject of this compliance ruling. Accordingly, EDR would recommend that the third-step respondent review the content of the document produced to the grievant and take it into account before issuing the third step response (presuming the grievant would like the third-step respondent to review that information).

<sup>2</sup> See Va. Code §§ 2.2-1202.1(5), 2.2-3003(G).