

COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss.

Board of Registration in Medicine

Adjudicatory Case No. 2024-008

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)  
In the Matter of )  
)

PAUL A. SKUDDER, M.D. )  
\_\_\_\_\_)

**STATEMENT OF ALLEGATIONS**

The Board of Registration in Medicine (Board) has determined that good cause exists to believe the following acts occurred and constitute a violation for which a licensee may be sanctioned by the Board. The Board therefore alleges that Paul A. Skudder, M.D. (Respondent) has practiced medicine in violation of law, regulations, or good and accepted medical practice as set forth herein. The investigative docket number associated with this order to show cause is Docket No. 18-202.

**Biographical Information**

1. The Respondent is a 1979 graduate of Cornell University Medical College. He has been licensed to practice medicine in Massachusetts since 1986 under certificate number 55871. He is board-certified in General Surgery and Vascular Surgery. The Respondent lists his practice specialty as Vascular Surgery. He was previously affiliated with Cape Cod Healthcare and Falmouth Hospital.

**Factual Allegations**

2. In 2016, an investigation was conducted into allegations of inappropriate conduct at the G.L. c. 4, § 7(26)(c) Center in G.L. c. 4, § 7(26)(c) Hospital. The Respondent's conduct was a precipitating

factor in the decision to require the Respondent and staff to attend a sexual harassment in the workplace training.

3. Following the 2016 training, the Respondent, on four or five occasions made comments to Medical Assistant 1 (MA 1) which inappropriately referred to the appearance of some staff members. MA 1 told the Respondent his comments were unwanted and inappropriate for the workplace according to the sexual harassment training.

4. In or about 2016, the Respondent made an inappropriate comment to Nurse 2 about her physical appearance.

5. The Respondent approached Nurse 2 later and apologized for his inappropriate comment.

6. The Respondent continued to compliment Nurse 2's appearance, sometimes in the presence of patients and other staff.

7. In or about G.L. c. 4, § 7(26)(c) 2017, the Respondent inappropriately commented on a female patient's attire (Patient A).

8. On G.L. c. 4, § 7(26)(c) 2018, the Respondent was in a treatment room with a male patient, and MA 1. Nurses 1 and 2 were present. The Respondent inappropriately commented on Nurse 2's physical appearance.

9. In 2018, G.L. c. 4, § 7(26)(c) Healthcare investigated allegations the Respondent made inappropriate comments to Patient A and female staff members while working at the G.L. c. 4, § 7(26)(c) Center.

10. The Respondent resigned from G.L. c. 4, § 7(26)(c) Healthcare on G.L. c. 4, § 7(26)(c) 2018, after the hospital requested to interview him as part of its internal investigation into the alleged inappropriate conduct.

11. According to the American Medical Association's Code of Medical Ethics, sexual harassment includes unwelcome verbal conduct of a sexual nature. Also,

Sexual harassment in the practice of medicine is unethical. Sexual harassment exploits inequalities in status and power, abuses the rights and trust of those who are subjected to such conduct; interferes with an individual's work performance, and may influence or be perceived as influencing professional advancement in a manner unrelated to clinical or academic performance[,] harm professional working relationships, and create an intimidating or hostile work environment; and is likely to jeopardize patient care...

Physicians should promote and adhere to strict sexual harassment policies in medical workplaces.

AMA Code of Medical Ethics, 9.1.3 Sexual Harassment in the Practice of Medicine.

#### Legal Basis for Proposed Relief

A. Pursuant to 243 CMR 1.03(5) (a) 18, the Board may discipline a physician upon proof satisfactory to a majority of the Board, that said physician has committed misconduct in the practice of medicine.

B. Pursuant to Levy v. Board of Registration in Medicine, 378 Mass. 519 (1979); Raymond v. Board of Registration in Medicine, 387 Mass. 708 (1982), the Board may discipline a physician upon proof satisfactory to a majority of the Board, that said has engaged in conduct that undermines the public confidence in the integrity of the medical profession.

C. Pursuant to Aronoff v. Board of Registration in Medicine, 420 Mass. 830, 834 (1995), the Board may discipline a physician upon proof satisfactory to a majority of the Board that the physician has violated an ethical principle.

The Board has jurisdiction over this matter pursuant to G.L. c. 112, §§ 5, 61 and 62. This adjudicatory proceeding will be conducted in accordance with the provisions of G.L. c. 30A and 801 CMR 1.01.

Nature of Relief Sought

The Board is authorized and empowered to order appropriate disciplinary action, which may include revocation or suspension of the Respondent's license to practice medicine. The Board may also order, in addition to or instead of revocation or suspension, one or more of the following: admonishment, censure, reprimand, fine, the performance of uncompensated public service, a course of education or training or other restrictions upon the Respondent's practice of medicine.

Order

Wherefore, it is hereby **ORDERED** that the Respondent show cause why the Board should not discipline the Respondent for the conduct described herein.

By the Board of Registration in Medicine,



Booker T. Bush, M.D.  
Board Chair

Date: February 13, 2024

