

**BEFORE THE
MEDICAL BOARD OF CALIFORNIA
DEPARTMENT OF CONSUMER AFFAIRS
STATE OF CALIFORNIA**

**In the Matter of the Accusation
Against:**

Naeem UL Islam Hashmi, M.D.

**Physician's and Surgeon's Certificate
No. A 76894**

Respondent.

Case No. 800-2021-084464

DECISION

**The attached Stipulated Surrender of License and Order is hereby
adopted as the Decision and Order of the Medical Board of California,
Department of Consumer Affairs, State of California.**

This Decision shall become effective at 5:00 p.m. on March 24, 2026.

IT IS SO ORDERED March 24, 2026.

MEDICAL BOARD OF CALIFORNIA

Sharlene Smith for

**Reji Varghese
Executive Director**

1 ROB BONTA
Attorney General of California
2 MACHAELA M. MINGARDI
Supervising Deputy Attorney General
3 MARYAM AHMAD
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7 *Attorneys for the People*

8 **BEFORE THE**
9 **MEDICAL BOARD OF CALIFORNIA**
10 **DEPARTMENT OF CONSUMER AFFAIRS**
11 **STATE OF CALIFORNIA**

12 In the Matter of the Accusation Against:

Case No. 800-2021-084464

13 **NAEEM UL ISLAM HASHMI, M.D.**
14 **244 N. Jackson Avenue, #104**
15 **San Jose, CA 95116-1604**

**STIPULATED SURRENDER OF
LICENSE AND ORDER**

16 **Physician's and Surgeon's Certificate No. A
76894**

Respondent.

17
18 **IT IS HEREBY STIPULATED AND AGREED by and between the parties to the**
19 **above-entitled proceedings that the following matters are true:**

20 **PARTIES**

21 1. Reji Varghese (Complainant) is the Executive Director of the Medical Board of
22 California (Board). He brought this action solely in his official capacity and is represented in this
23 matter by Rob Bonta, Attorney General of the State of California, by Machaela M. Mingardi,
24 Supervising Deputy Attorney General, and by Maryam Ahmad, Deputy Attorney General.

25 2. Naeem Ul Islam Hashmi, M.D., (Respondent) is represented in this proceeding by
26 attorney Ian A. Scharg.

27 3. On or about October 26, 2001, the Board issued Physician's and Surgeon's Certificate
28 No. A 76894 to Respondent. That license was in full force and effect at all times relevant to the

1 charges brought in Accusation No. 800-2021-084464 and will expire on October 31, 2027, unless
2 renewed.

3 **JURISDICTION**

4 4. Accusation No. 800-2021-084464 was filed before the Board and is currently pending
5 against Respondent. The Accusation and all other statutorily required documents were properly
6 served on Respondent on April 16, 2025. Respondent timely filed his Notice of Defense
7 contesting the Accusation. A copy of Accusation No. 800-2021-084464 is attached as Exhibit A
8 and incorporated by reference.

9 **ADVISEMENT AND WAIVERS**

10 5. Respondent has carefully read, fully discussed with counsel, and understands the
11 charges and allegations in Accusation No. 800-2021-084464. Respondent also has carefully read,
12 fully discussed with counsel, and understands the effects of this Stipulated Surrender of License
13 and Order.

14 6. Respondent is fully aware of his legal rights in this matter, including the right to a
15 hearing on the charges and allegations in the Accusation; the right to confront and cross-examine
16 the witnesses against him; the right to present evidence and to testify on his own behalf; the right
17 to the issuance of subpoenas to compel the attendance of witnesses and the production of
18 documents; the right to reconsideration and court review of an adverse decision; and all other
19 rights accorded by the California Administrative Procedure Act and other applicable laws.

20 7. Respondent voluntarily, knowingly, and intelligently waives and gives up each and
21 every right set forth above.

22 **CULPABILITY**

23 8. Respondent understands and agrees that the charges and allegations in Accusation
24 No. 800-2021-084464, if proven at a hearing, constitute cause for imposing discipline upon his
25 Physician's & Surgeon's Certificate and hereby surrenders his Physician's and Surgeon's
26 Certificate No. A 76894 for the Board's formal acceptance.

27 9. For the purpose of resolving the Accusation without the expense and uncertainty of
28 further proceedings, Respondent agrees that, at a hearing, Complainant could establish a factual

1 basis for the charges in the Accusation and that those charges constitute cause for discipline.
2 Respondent hereby gives up his right to contest that cause for discipline exists based on those
3 charges.

4 10. Respondent understands that by signing this stipulation he enables the Board to issue
5 an order accepting the surrender of his Physician's & Surgeon's Certificate without further
6 process.

7 CONTINGENCY

8 11. Business and Professions Code section 2224, subdivision (b), provides, in pertinent
9 part, that the Medical Board "shall delegate to its executive director the authority to adopt a ...
10 stipulation for surrender of a license."

11 12. Respondent understands that, by signing this stipulation, he enables the Executive
12 Director of the Board to issue an order, on behalf of the Board, accepting the surrender of his
13 Physician's and Surgeon's Certificate No. A 76894 without further notice to, or opportunity to be
14 heard by, Respondent.

15 13. This Stipulated Surrender of License and Disciplinary Order shall be subject to the
16 approval of the Executive Director on behalf of the Board. The parties agree that this Stipulated
17 Surrender of License and Disciplinary Order shall be submitted to the Executive Director for his
18 consideration in the above-entitled matter and, further, that the Executive Director shall have a
19 reasonable period of time in which to consider and act on this Stipulated Surrender of License and
20 Disciplinary Order after receiving it. By signing this stipulation, Respondent fully understands
21 and agrees that he may not withdraw his agreement or seek to rescind this stipulation prior to the
22 time the Executive Director, on behalf of the Medical Board, considers and acts upon it.

23 14. The parties agree that this Stipulated Surrender of License and Disciplinary Order
24 shall be null and void and not binding upon the parties unless approved and adopted by the
25 Executive Director on behalf of the Board, except for this paragraph, which shall remain in full
26 force and effect. Respondent fully understands and agrees that in deciding whether or not to
27 approve and adopt this Stipulated Surrender of License and Disciplinary Order, the Executive
28 Director and/or the Board may receive oral and written communications from its staff and/or the

1 Attorney General's Office. Communications pursuant to this paragraph shall not disqualify the
2 Executive Director, the Board, any member thereof, and/or any other person from future
3 participation in this or any other matter affecting or involving Respondent. If the Executive
4 Director on behalf of the Board does not, in his discretion, approve and adopt this Stipulated
5 Surrender of License and Disciplinary Order, with the exception of this paragraph, it shall not
6 become effective, shall be of no evidentiary value whatsoever, and shall not be relied upon or
7 introduced in any disciplinary action by either party hereto. Respondent further agrees that
8 should this Stipulated Surrender of License and Disciplinary Order be rejected for any reason by
9 the Executive Director on behalf of the Board, Respondent will assert no claim that the Executive
10 Director, the Board, or any member thereof, was prejudiced by its/his/her review, discussion
11 and/or consideration of this Stipulated Surrender of License and Disciplinary Order, or of any
12 matter or matters related hereto.

13 **ADDITIONAL PROVISIONS**

14 15. This Stipulated Surrender of License and Disciplinary Order is intended by the parties
15 herein to be an integrated writing representing the complete, final, and exclusive embodiment of
16 the agreements of the parties in the above-entitled matter.

17 16. The parties agree that copies of this Stipulated Surrender of License and Disciplinary
18 Order, including copies of the signatures of the parties, may be used in lieu of original documents
19 and signatures and, further, that such copies shall have the same force and effect as originals.

20 17. In consideration of the foregoing admissions and stipulations, the parties agree the
21 Executive Director of the Board may, without further notice to or opportunity to be heard by
22 Respondent, issue and enter the following Disciplinary Order on behalf of the Board:

23 **ORDER**

24 IT IS HEREBY ORDERED that Physician's and Surgeon's Certificate No. A 76894, issued
25 to Respondent Naeem Ul Islam Hashmi, M.D., is surrendered and accepted by the Board.

26 1. The surrender of Respondent's Physician's and Surgeon's Certificate and the
27 acceptance of the surrendered license by the Board shall constitute the imposition of discipline
28

1 against Respondent. This stipulation constitutes a record of the discipline and shall become a part
2 of Respondent's license history with the Board.

3 2. Respondent shall lose all rights and privileges as a physician in California as of the
4 effective date of the Board's Decision and Order.

5 3. Respondent shall cause to be delivered to the Board his pocket license and, if one was
6 issued, his wall certificate on or before the effective date of the Decision and Order.

7 4. If Respondent ever files an application for licensure or a petition for reinstatement in
8 the State of California, the Board shall treat it as a petition for reinstatement. Respondent must
9 comply with all the laws, regulations, and procedures for reinstatement of a revoked or
10 surrendered license in effect at the time the petition is filed, and all the charges and allegations
11 contained in Accusation No. 800-2021-084464 shall be deemed to be true, correct, and admitted
12 by Respondent when the Board determines whether to grant or deny the petition.

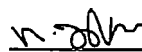
13 5. Respondent shall pay the agency its costs of investigation and enforcement in the
14 amount of \$100,821.00 prior to issuance of a new or reinstated license.

15 6. If Respondent should ever apply or reapply for a new license or certification, or
16 petition for reinstatement of a license, by any other health care licensing agency in the State of
17 California, all of the charges and allegations contained in Accusation No. 800-2021-084464 shall
18 be deemed to be true, correct, and admitted by Respondent for the purpose of any Statement of
19 Issues or any other proceeding seeking to deny or restrict licensure.

20 **ACCEPTANCE**

21 I have carefully read the above Stipulated Surrender of License and Order and have fully
22 discussed it with my attorney, Ian A. Scharg. I understand the stipulation and the effect it will
23 have on my Physician's and Surgeon's Certificate. I enter this Stipulated Surrender of License
24 and Order voluntarily, knowingly, and intelligently, and agree to be bound by the Decision and
25 Order of the Medical Board of California.

26
27 DATED: Mar 23, 2026



Naeem Hashmi (Mar 23, 2026 17:19:52 PDT)

NAEEM UL ISLAM HASHMI, M.D.

Respondent

1 I have read and fully discussed with Respondent Naeem Ul Islam Hashmi, M.D., the terms
2 and conditions and other matters contained in this Stipulated Surrender of License and Order. I
3 approve its form and content.

4
5 DATED: Mar 23, 2026

Ian A. Scharg

IAN A. SCHARG, ESQ.
Attorney for Respondent

6
7
8 **ENDORSEMENT**

9 The foregoing Stipulated Surrender of License and Order is hereby respectfully submitted
10 for consideration by the Medical Board of California of the Department of Consumer Affairs.

11
12 DATED: March 24, 2026

Respectfully submitted,

13 ROB BONTA
14 Attorney General of California
15 MACHAELA M. MINGARDI
Supervising Deputy Attorney General

16 *Maryam Ahmad*

17 MARYAM AHMAD
18 Deputy Attorney General
Attorneys for Complainant

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20 SF2024401250
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Exhibit A

Accusation No. 800-2021-084464

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7 *Attorneys for Complainant*

8 **BEFORE THE**
9 **MEDICAL BOARD OF CALIFORNIA**
10 **DEPARTMENT OF CONSUMER AFFAIRS**
STATE OF CALIFORNIA

11 In the Matter of the First Amended Accusation
Against:

Case No. 800-2021-084464

12 **Naeem Ul Islam Hashmi, M.D.**
13 **244 N. Jackson Avenue, #104**
San Jose, CA 95116-1604

OAH No. 2025021027

FIRST AMENDED ACCUSATION

14 **Physician's and Surgeon's Certificate**
15 **No. A76894,**

16 Respondent.

17
18 **PARTIES**

19 1. Reji Varghese (Complainant) brings this First Amended Accusation solely in his
20 official capacity as the Executive Director of the Medical Board of California, Department of
21 Consumer Affairs (Board).

22 2. On or about October 26, 2001, the Medical Board issued Physician's and Surgeon's
23 Certificate Number A76894 to Naeem Ul Islam Hashmi, M.D. (Respondent). The Physician's
24 and Surgeon's Certificate was in full force and effect at all times relevant to the charges brought
25 herein. It was suspended on March 25, 2025, pursuant to an Interim Order of Suspension, and will
26 expire on October 31, 2025, unless renewed.

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1 (b) A licensee required to provide a disclosure pursuant to subdivision (a) shall
2 obtain from the patient, or the patient's guardian or health care surrogate, a separate,
3 signed copy of that disclosure.

4 (c) A licensee shall not be required to provide a disclosure pursuant to
5 subdivision (a) if any of the following applies:

6 (1) The patient is unconscious or otherwise unable to comprehend the
7 disclosure and sign the copy of the disclosure pursuant to subdivision (b) and a
8 guardian or health care surrogate is unavailable to comprehend the disclosure and
9 sign the copy.

10 (2) The visit occurs in an emergency room or an urgent care facility or the visit
11 is unscheduled, including consultations in inpatient facilities.

12 (3) The licensee who will be treating the patient during the visit is not known to
13 the patient until immediately prior to the start of the visit.

14 (4) The licensee does not have a direct treatment relationship with the patient.

15 (d) On and after July 1, 2019, the board shall provide the following
16 information, with respect to licensees on probation and licensees practicing under
17 probationary licenses, in plain view on the licensee's profile page on the board's
18 online license information internet web site.

19 (1) For probation imposed pursuant to a stipulated settlement, the causes
20 alleged in the operative accusation along with a designation identifying those causes
21 by which the licensee has expressly admitted guilt and a statement that acceptance of
22 the settlement is not an admission of guilt.

23 (2) For probation imposed by an adjudicated decision of the board, the causes
24 for probation stated in the final probationary order.

25 (3) For a licensee granted a probationary license, the causes by which the
26 probationary license was imposed.

27 (4) The length of the probation and end date.

28 (5) All practice restrictions placed on the license by the board.

(e) Section 2314 shall not apply to this section.

7. Section 2234 of the Code states, in pertinent part:

The board shall take action against any licensee who is charged with
unprofessional conduct. In addition to other provisions of this article, unprofessional
conduct includes, but is not limited to, the following:

(a) Violating or attempting to violate, directly or indirectly, assisting in or
abetting the violation of, or conspiring to violate any provision of this chapter.

(b) Gross negligence.

(c) Repeated negligent acts. To be repeated, there must be two or more
negligent acts or omissions. An initial negligent act or omission followed by a

1 separate and distinct departure from the applicable standard of care shall constitute
2 repeated negligent acts.

3 (1) An initial negligent diagnosis followed by an act or
4 omission medically appropriate for that negligent diagnosis of the
5 patient shall constitute a single negligent act.

6 (2) When the standard of care requires a change in the
7 diagnosis, act, or omission that constitutes the negligent act described
8 in paragraph (1), including, but not limited to, a reevaluation of the
9 diagnosis or a change in treatment, and the licensee's conduct departs
10 from the applicable standard of care, each departure constitutes a
11 separate and distinct breach of the standard of care.

12 (d) Incompetence.

13 (e) The commission of any act involving dishonesty or corruption that is
14 substantially related to the qualifications, functions, or duties of a physician and
15 surgeon.

16 (f) Any action or conduct that would have warranted the denial of a certificate.
17
18 ...

19 8. Section 2236 of the Code states:

20 (a) The conviction of any offense substantially related to the qualifications, functions,
21 or duties of a physician and surgeon constitutes unprofessional conduct within the meaning
22 of this chapter [Chapter 5, the Medical Practice Act]. The record of conviction shall be
23 conclusive evidence only of the fact that the conviction occurred.
24
25

26 (d) A plea or verdict of guilty or a conviction after a plea of nolo contendere is
27 deemed to be a conviction within the meaning of this section and Section 2236.1. The
28 record of conviction shall be conclusive evidence of the fact that the conviction occurred.

9. Section 726 of the Code states:

(a) The commission of any act of sexual abuse, misconduct, or relations with a
patient, client, or customer constitutes unprofessional conduct and grounds for
disciplinary action for any person licensed under this or under any initiative act
referred to in this division.

(b) This section shall not apply to consensual sexual contact between a licensee
and his or her spouse or person in an equivalent domestic relationship when that
licensee provides medical treatment, to his or her spouse or person in an equivalent
domestic relationship.

1 10. Section 729 of the Code states, in pertinent part:

2 (a) Any physician and surgeon . . . who engages in an act of sexual intercourse,
3 sodomy, oral copulation, or sexual contact with a patient or client . . . is guilty of
sexual exploitation by a physician and surgeon . . .

4 (b) Sexual exploitation by a physician and surgeon, psychotherapist, or alcohol
5 and drug abuse counselor is a public offense . . .

6 . . .

7 For purposes of subdivision (a), in no instance shall consent of the patient or
8 client be a defense. However, physicians and surgeons shall not be guilty of sexual
9 exploitation for touching any intimate part of a patient or client unless the touching is
outside the scope of medical examination and treatment, or the touching is done for
sexual gratification.

10 (c) For purposes of this section:

11 . . .

12 (3) "Sexual contact" means sexual intercourse or the touching
13 of an intimate part of a patient for the purpose of sexual arousal,
gratification, or abuse.

14 (4) "Intimate part" and "touching" have the same meanings as
15 defined in Section 243.4 of the Penal Code.

16 . . .

17 (e) This section does not apply to sexual contact between a physician and
18 surgeon and his or her spouse or person in an equivalent domestic relationship when
that physician and surgeon provides medical treatment, other than psychotherapeutic
treatment, to his or her spouse or person in an equivalent domestic relationship.

19 . . .

20 11. California Code of Regulations, title 16, section 1360, states:

21 (a) For the purposes of denial, suspension or revocation of a license pursuant to
22 Division 1.5 (commencing with Section 475) of the code, a crime, professional misconduct,
23 or act shall be considered to be substantially related to the qualifications, functions or duties
24 of a person holding a license if to a substantial degree it evidences present or potential
25 unfitness of a person holding a license to perform the functions authorized by the license in
26 a manner consistent with the public health, safety or welfare. Such crimes, professional
27 misconduct, or acts shall include but not be limited to the following: Violating or
28 attempting to violate, directly or indirectly, or assisting in or abetting the violation of, or

1 conspiring to violate any provision of state or federal law governing the applicant's or
2 licensee's professional practice.

3 (b) In making the substantial relationship determination required under subdivision
4 (a) for a crime, the board shall consider the following criteria:

5 (1) The nature and gravity of the crime;

6 (2) The number of years elapsed since the date of the crime; and

7 (3) The nature and duties of the profession.

8 **COST RECOVERY**

9 12. Section 125.3 of the Code states:

10 (a) Except as otherwise provided by law, in any order issued in resolution of a
11 disciplinary proceeding before any board within the department or before the
12 Osteopathic Medical Board upon request of the entity bringing the proceeding, the
13 administrative law judge may direct a licensee found to have committed a violation or
14 violations of the licensing act to pay a sum not to exceed the reasonable costs of the
15 investigation and enforcement of the case.

16 (b) In the case of a disciplined licensee that is a corporation or a partnership, the
17 order may be made against the licensed corporate entity or licensed partnership.

18 (c) A certified copy of the actual costs, or a good faith estimate of costs where
19 actual costs are not available, signed by the entity bringing the proceeding or its
20 designated representative shall be prima facie evidence of reasonable costs of
21 investigation and prosecution of the case. The costs shall include the amount of
22 investigative and enforcement costs up to the date of the hearing, including, but not
23 limited to, charges imposed by the Attorney General.

24 (d) The administrative law judge shall make a proposed finding of the amount
25 of reasonable costs of investigation and prosecution of the case when requested
26 pursuant to subdivision (a). The finding of the administrative law judge with regard to
27 costs shall not be reviewable by the board to increase the cost award. The board may
28 reduce or eliminate the cost award, or remand to the administrative law judge if the
proposed decision fails to make a finding on costs requested pursuant to subdivision
(a).

(e) If an order for recovery of costs is made and timely payment is not made as
directed in the board's decision, the board may enforce the order for repayment in any
appropriate court. This right of enforcement shall be in addition to any other rights
the board may have as to any licensee to pay costs.

(f) In any action for recovery of costs, proof of the board's decision shall be
conclusive proof of the validity of the order of payment and the terms for payment.

(g) (1) Except as provided in paragraph (2), the board shall not renew or
reinstate the license of any licensee who has failed to pay all of the costs ordered
under this section.

(2) Notwithstanding paragraph (1), the board may, in its discretion, conditionally renew or reinstate for a maximum of one year the license of any licensee who demonstrates financial hardship and who enters into a formal agreement with the board to reimburse the board within that one-year period for the unpaid costs.

(h) All costs recovered under this section shall be considered a reimbursement for costs incurred and shall be deposited in the fund of the board recovering the costs to be available upon appropriation by the Legislature.

(i) Nothing in this section shall preclude a board from including the recovery of the costs of investigation and enforcement of a case in any stipulated settlement.

(j) This section does not apply to any board if a specific statutory provision in that board's licensing act provides for recovery of costs in an administrative disciplinary proceeding.

FACTUAL ALLEGATIONS

13. On August 7, 2021, Victim I. Doe¹ reported molestation she endured as a child. The abuse began in 2006, when she was only twelve (12) years old. The perpetrator was Respondent, who was a close family friend and part of her community. Victim I. Doe disclosed three separate incidents of child molestation to the Palo Alto Police Department (hereinafter, "PAPD"). The child molestation ranged from Respondent touching Victim I. Doe's inner thigh, to fondling her bare breast. When she was between thirteen (13) and fifteen (15) years old, Victim I. Doe volunteered at Respondent's medical clinic. He requested her to come to the breakroom. When she entered, he cornered her, pushed her against the wall, and forcefully kissed her on the lips. She ducked under him and fled. Victim I. Doe's disclosure launched an investigation by the PAPD, which uncovered a trail of victims besides Victim I. Doe.

14. A few years after molesting Victim I. Doe, Respondent began victimizing another young girl, Victim L. Doe. Like Victim I. Doe, Victim L. Doe was only a child when Respondent sexually molested her. The abuse started in 2009, when Victim L. Doe was around eleven (11) years old. As with Victim I. Doe, Respondent was a family friend. On several occasions, Respondent forcefully kissed Victim L. Doe all over her face, including on her lips, and attempted to hold her hand. Victim L. Doe reported the inappropriate behavior to her parents, who cut off all ties with Respondent.

¹ All of the Victims herein will be identified as "Doe" to protect their privacy. Respondent has the identities of all witnesses germane to this Amended Accusation.

1 15. Respondent's inappropriate sexual behavior targeted not only children, but adults
2 as well. Between 2013 and 2014, Respondent victimized a third individual, Victim E. Doe. At the
3 time, Victim E. Doe was twenty-four (24) years old and worked as a medical assistant in
4 Respondent's clinic. Throughout her employment at the clinic, Respondent engaged in continuous
5 sexual harassment of Victim E. Doe, ranging from inappropriately touching her hips, waist, and
6 buttocks, to rubbing his erect penis against her buttocks. As with Victims I. Doe and L. Doe,
7 Respondent also forcefully kissed Victim E. Doe. The harassment peaked when Respondent
8 offered Victim E. Doe a vaginal examination after she suffered a miscarriage. During the
9 examination, Respondent forcefully digitally penetrated her several times, which Victim E. Doe
10 knew—based on her training and experience as a medical assistant—was not part of a routine
11 vaginal examination. Victim E. Doe asked Respondent to stop. After the examination, Victim E.
12 Doe quit her job.

13 16. A few years later, in early 2016, Respondent victimized a fourth individual, Victim
14 S. Doe. Victim S. Doe worked as an office supervisor at Respondent's clinic. From her very first
15 day on the job, Respondent began sexually harassing Victim S. Doe. As with the other victims,
16 the harassment ranged from forcefully grabbing Victim S. Doe, to forcefully hugging her and
17 kissing her on the lips. Like Victim E. Doe, Respondent rubbed his erect penis against Victim S.
18 Doe's buttocks. The harassment became intolerable when Victim S. Doe injured her back at work
19 and Respondent offered her an injection to ease the pain. Respondent instructed Victim S. Doe to
20 bend over so he could administer the injection, but instead forcefully digitally penetrated her
21 vagina and pushed his erect penis against her buttocks until he ejaculated. Victim S. Doe
22 immediately quit her job.

23 17. In addition to Victims I. Doe, L. Doe, E. Doe, and S. Doe, the PAPD's
24 investigation uncovered a fifth victim of Respondent's inappropriate behavior—this time, a
25 patient. In April 2022, Patient One², then twenty-one (21) years old, visited Respondent's medical
26 clinic. She sought a routine physical examination and bloodwork to test her thyroid. She had
27

28 ² Patient One's name is not used to maintain confidentiality. Patient One's identity is
known to Respondent.

1 hoped that the examination and bloodwork would uncover the underlying cause of her depression.
2 Respondent first met Patient One in the hallway of the clinic. When he learned of the reason for
3 her visit, he placed his hand on her shoulder and told her, "Don't be sad." Later, in the
4 examination room, Respondent asked Patient One a series of routine and personal questions,
5 including whether she liked "boys or girls." Patient One responded that she liked boys, to which
6 Respondent laughed and responded, "me too." Patient One found this odd but felt that she had to
7 trust Respondent because he was the physician. She also felt obliged to respond to the questions
8 so that she could complete her appointment.

9 18. During the physical portion of the examination, Respondent checked Patient One's
10 heartbeat. He placed his stethoscope on Patient One's chest, entering from the top of her shirt. He
11 rested his pinky finger and the side of his hand on her chest. As he lowered the stethoscope, he
12 slowly slid his hand down her chest and onto her upper breast, until his hand rested approximately
13 one-fourth (1/4) to one-half (1/2) inch above her left nipple. Respondent's hand rested on Patient
14 One's chest, and then breast, for approximately five (5) to seven (7) seconds. Patient One felt
15 uncomfortable, and that the behavior was not routine. Patient One told Respondent, "Please don't
16 touch me there." Respondent removed his hand, did not say anything, and moved on to the rest of
17 the examination. Patient One found this unusual because Respondent never apologized or
18 reassured her that he was not trying to make her uncomfortable, or that this was part of a routine
19 physical examination.

20 19. At the end of the appointment, Respondent told Patient One to think of him as her
21 friend and not as her doctor. He asked Patient One if she had a Facebook account. Respondent
22 told Patient One to find him on his personal Facebook account and message him directly if she
23 wanted to talk or was feeling depressed. He also told her that booking appointments directly
24 through him would be faster. Patient One felt this was odd because booking the instant
25 appointment had been straightforward.

26 20. As of the filing of the Accusation, Respondent was facing six (6) felony charges
27 involving four (4) separate women—Victims I. Doe, L. Doe, E. Doe, and S. Doe—for sexual
28 assault and child molestation. As of the filing of the Accusation, these charges were pending in

1 the Santa Clara County Superior Court under docket No. B2102827. On April 16, 2025,
2 Respondent pled guilty to two counts of violating Penal Code section 288(a), lewd and lascivious
3 acts with a minor under the age of fourteen years old, and two counts of violating Penal Code
4 section 243.4, sexual battery. Respondent will be sentenced on October 27, 2025.

5 **FIRST CAUSE FOR DISCIPLINE**

6 **(Conviction of a Crime Substantially Related to the Qualifications, Functions, or**
7 **Duties of a Physician: Lewd and Lascivious Acts with a Minor – I. Doe)**

8 21. Respondent is subject to disciplinary action under sections 2227, and/or 2234, and/or
9 2236 of the Code, in that he committed several acts of sexual assault against Victim I. Doe, which
10 ultimately resulted in a conviction for violating Penal Code section 288(a), lewd and lascivious
11 acts with a minor under fourteen years of age. This conviction is substantially related to the
12 qualifications, functions, or duties of the medical profession for which Respondent's license was
13 issued. Indeed, Respondent committed one of his offenses against I. Doe at his medical clinic.
14 The circumstances of this sexual misconduct are set forth in Paragraphs 13 through 20 and are
15 incorporated as if fully set forth herein.

16 **SECOND CAUSE FOR DISCIPLINE**

17 **(Conviction of a Crime Substantially Related to the Qualifications, Functions, or**
18 **Duties of a Physician: Lewd and Lascivious Acts with a Minor – L. Doe)**

19 22. Respondent is subject to disciplinary action under sections 2227, and/or 2234, and/or
20 2236 of the Code, in that he committed several acts of sexual assault against Victim L. Doe,
21 which ultimately resulted in a conviction for violating Penal Code section 288(a), lewd and
22 lascivious acts with a minor under fourteen years of age. This conviction is substantially related
23 to the qualifications, functions, or duties of the medical profession for which Respondent's
24 license was issued. The circumstances of this sexual misconduct are set forth in Paragraphs 13
25 through 20 and are incorporated as if fully set forth herein.

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1 inappropriately touched her breast during a physical examination. This touching was outside the
2 scope of medical examination and treatment. The circumstances of this sexual misconduct are set
3 forth in Paragraphs 13 through 20 and are incorporated as if fully set forth herein.

4 **SIXTH CAUSE FOR DISCIPLINE**

5 **(Unprofessional Conduct – Patient One)**

6 26. Respondent is subject to disciplinary action under section 2234 of the Code, in that he
7 committed an act of unprofessional conduct with Patient One when he inappropriately touched
8 her breast during a physical examination. Following the inappropriate touching, Respondent
9 continued to violate boundaries when he asked Patient One whether she had a Facebook account
10 and told her that she could reach out to him directly on his personal Facebook account if she
11 needed to talk, if she was feeling depressed, or if she wanted to schedule an appointment. The
12 circumstances of this sexual misconduct are set forth in Paragraphs 13 through 20 and are
13 incorporated as if fully set forth herein.

14 **PRAYER**

15 WHEREFORE, Complainant requests that a hearing be held on the matters herein alleged,
16 and that following the hearing, the Medical Board of California issue a decision:

17 1. Revoking or suspending Physician's and Surgeon's Certificate Number A76894,
18 issued to Respondent Naeem Ul Islam Hashmi, M.D.;

19 2. Revoking, suspending, or denying approval of Respondent Naeem Ul Islam Hashmi,
20 M.D.'s authority to supervise physician assistants and advanced practice nurses;

21 3. Ordering Respondent Naeem Ul Islam Hashmi, M.D. to pay the Board the costs of
22 the investigation and enforcement of this case, and if placed on probation, the costs of probation
23 monitoring;

24 4. Ordering Respondent Naeem Ul Islam Hashmi, M.D., if placed on probation, to
25 provide patient notification in accordance with Business and Professions Code section 2228.1;
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5. Taking such other and further action as deemed necessary and proper.

DATED: MAY 05 2025


REJI VARGHESE
Executive Director
Medical Board of California
Department of Consumer Affairs
State of California
Complainant

SF2025300634