



BRIEFING NOTE

Issue: Changes to the *Guidelines for Addressing Intimidation, Harassment and Other Kinds of Unprofessional or Disruptive Behaviour in Postgraduate Medical Education*

Motion: To approve the proposed changes to the *Guidelines for Addressing Intimidation, Harassment and Other Kinds of Unprofessional or Disruptive Behaviour in Postgraduate Medical Education* **re-written as** *Guidelines for Managing Disclosures about Learner Mistreatment for Postgraduate Medical Education (PGME) Learners*

Purpose To seek approval of proposed changes to *Guidelines for Addressing Intimidation, Harassment and Other Kinds of Unprofessional or Disruptive Behaviour in Postgraduate Medical Education*

**Background/
Rationale** Revisions to the *Guidelines for Addressing Intimidation, Harassment and Other Kinds of Unprofessional or Disruptive Behaviour in Postgraduate Medical Education* were last approved in 2016.

Since then:

- MD Mistreatment Protocol was revised and approved by Faculty Council in March 2020:
 - The protocol was created by the Student Mistreatment Advocacy Response Team (SMART) and was informed by recommendations from the Optimizing the Learner Environment (OLE) Working Group (convened in Jan 2019). OLE and SMART strove to address barriers to reporting, particularly in view of the gap between reported rates of witnessing and personally experiencing mistreatment seen in the “Voice of” the learner surveys and the number of formal disclosures / reports received annually by our Temerty Faculty of Medicine. This new protocol aims to lift barriers and outline a learner-centered, trauma-informed, and EDI-informed process for managing concerns that are brought forward.
 - The revised MD Protocol also referenced *Standards of Professional Behaviour for Clinical (MD) Faculty* that were newly revised and approved in April 2020 for medical clinical faculty. These standards articulate the Faculty’s expectations regarding professional behaviours and characteristics that clinical faculty should strive to demonstrate. It also outlined behaviours that contribute to the creation of hostile learning environments, including but not limited to discrimination, harassment, and other forms of student mistreatment.
 - The MD Protocol strove for alignment with existing University of Toronto Policies and the Ontario Human Rights Code.

- The Temerty Faculty of Medicine (FOM) mandate is to work towards alignment of MD and PGME Guidelines, Policies, and Procedures. The development of a FOM Office of Learner Experience and the appointment of a Director of Learner Experience, Dr. Reena Pattani effective May 1, 2020 are steps towards achieving this.
- A PG-Student Mistreatment Advocacy Response Team (PG-SMART) working group was established in June 2020 to provide recommendations on how to bring PGME and the MD Program into alignment in terms of reporting pathways and online resources.

Changes overview

- New Title– *Guidelines for Managing Disclosures about Learner Mistreatment for Postgraduate Medical Education (PGME) Learners* (“the Guidelines”)
- Establishes the newly developed Office of Learner Experience as a central hub for support and resources for PGME learners.
- Scope of the Guidelines is updated to reflect definitions of who are considered registered learners in PGME (residents, clinical fellows)
- This revision incorporates feedback from the work of PG-SMART.
- This revision is now aligned with the MD Student Mistreatment Protocol (approved March 2020) in terms of Purpose & Scope, Definitions, Guiding Principles, Intake (Disclosure / Reporting Procedures).
- Minor revisions to sections on Resolution Mechanisms, Potential Review and Management Options (including Investigations), and Appeals processes. *Note:* These procedures are not currently outlined in the MD Student Mistreatment Protocol.
- Includes newly updated U of T policies and procedures; and references external governmental, regulatory, and licensing authority policies and guidelines.
- Establishes a new level of institutional accountability by mandating oversight of the Guidelines which includes tracking mistreatment and annual reporting to the Temerty FOM community.
- Includes an accompanying document that outlines **Frequently Asked Questions**.

Consultations

- Faculty of Medicine Legal Counsel
- Senior Advisor, Clinical Affairs and Professional Values
- Learner Experience Advisory Council
- PARO and other postgraduate learners
- HUEC
- PGME AC