

GUIDELINES FOR ADDRESSING INTIMIDATION, HARASSMENT AND OTHER KINDS OF UNPROFESSIONAL OR DISRUPTIVE BEHAVIOUR IN POSTGRADUATE MEDICAL EDUCATION

WHAT'S NEW IN 2012?

- First update since May 2006.
- The policy is more aligned with UME policy in terminology, style, and the one-page algorithm is easily accessible on-line (Figure A).
- Defines harmful incidents which include intimidation, harassment and specifically addresses disruptive behaviour in line with CPSO definitions.
- Applies to all PG trainees (residents and fellows).
- Offers multiple reporting options to any EDUCATION LEADER (which includes Program Directors, site supervisors, Vice President Education or equivalent at the training site, the Director, Resident Wellness (PGME), the Associate Dean, Equity and Professionalism, and the Vice Dean, PGME).
- Introduction of Incident Report Form (IRF) available online which may be used by complainant to report. We encourage the Education Leader to complete upon receiving the complaint for standardization and reporting.
- Identifies both informal and formal (by committee) reporting options and the processes for each.
- Identifies timelines for formal processes:
 - 7 days to review IRF,
 - 30 days to establish investigative committee, and
 - 10 days to file an appeal.
- Introduces appeals procedure to appeal to Vice Dean, Dean, and Hospital President.
- Creation of an annual monitoring/tracking system from Education Leader through Director, Resident Wellness to Associate Dean Equity and Professionalism.

RESIDENT HEALTH AND SAFETY GUIDELINES

WHAT'S NEW IN 2012?

- Replaces Resident Health and Safety Guidelines, March 2009.
- Still in draft - for review at HUEC January, 2013.
- PGME guideline intended to align with/support individual program guidelines based on their own unique determinants.
- Now applies to all PG learners (resident/fellows).
- Extensive input from PAIRO.
- Identifies clearer distinction between:
 - personal health and safety:
 - Travel, facilities, personal information, violence, work in remote or isolated situations (specifically house calls),
 - workplace and environmental safety and occupational safety:
 - hazardous materials, blood borne/respiratory pathogens, and outlines reporting procedures for each.
- Identifies program/training responsibilities as well as trainees'.
- Includes directives for trainees at non hospital training sites.
- Includes flow chart for workplace injury available online (Figure B).

Figure A:

Process to Address Complaints/Concerns of Intimidation, Harassment, and Unprofessional or Disruptive Behaviour for PGME Trainees
(See guidelines for definitions and details)

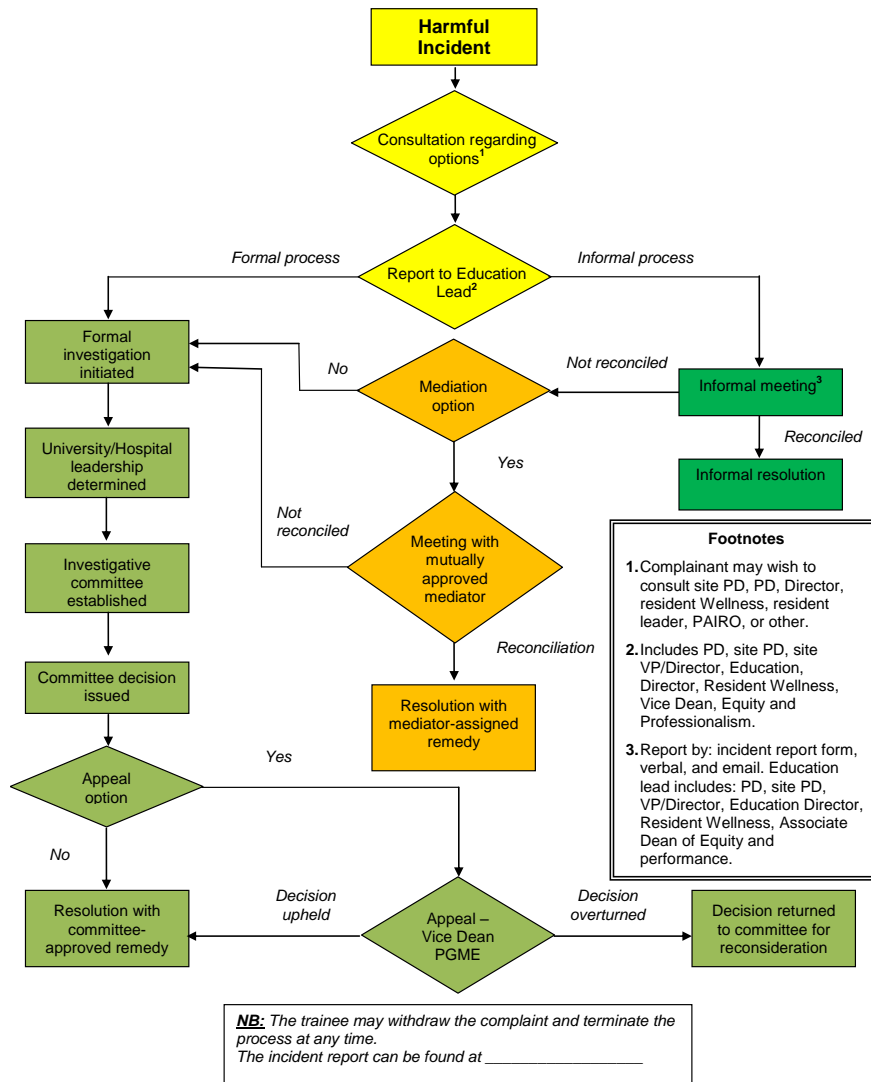


Figure B:

Appendix 2: Protocol for Workplace Exposure/Injury

