

General Surgery Residency Program

Resident Mistreatment Help

WHAT IS MISTREATMENT?



- ✓ Demeaning comments about you in front of others
- ✓ Abusive language towards you
- ✓ Requesting to perform personal errands, or to do things which are unreasonable or break the law
- ✓ Discrimination or comments against you by
 - Race, ancestry, ethnic status, place of origin
 - Marital status, physical or mental disability
 - Age, sex, sexual orientation
 - Political beliefs, religion or criminal conviction unrelated to employment or schooling
- ✓ Unwanted physical contact

IF MISTREATMENT HAPPENS



Step 1



Make Yourself Safe

- Stay calm
 - Remain polite
 - Get yourself out of the situation
- Call 911, if needed
- Do not go back, if you won't be safe

Step 2



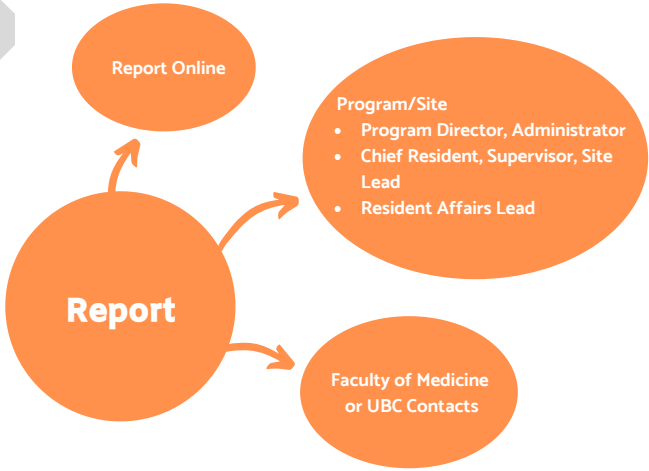
Talk to Someone



Step 4



Report



Step 3



Document What Happened

- Location
 - Date & Time
 - Names
- Circumstances
 - Comments
 - Responses
 - Text, emails, etc.

Reporting Mistreatment or Concerns About Learning Environment

Online Report

UBC Faculty of Medicine (FoM) Incident Report Form

Anonymous

Confidential

Click here to report

Form is a confidential online tool designed to allow medical residents to report events that they have either experienced or witnessed in the FoM learning environment or community, which they believe constitute mistreatment, or was contrary to UBC policies including the FoM Professional Standards, or the UBC Respectful Workplace Guidelines.

Report to People

Residence Wellness Counsellors

- Elizabeth Sabine - elizabeth.sabine@ubc.ca
- Kion Davies - kion.davies@ubc.ca
- Rebecca Turnbull - rebecca.turnbull@ubc.ca

OR

Faculty of Medicine

- Dr. Elizabet Joa - pgme.educational@ubc.ca
- Paul Gill - paul.gill@ubc.ca

OR

Program

- Dr. Tracy Scott and Dr. Ahmer Karamuddin - ahmer.and.tracy@gmail.com
- Dr. Rebecca Warburton - rebeccawarburton@me.com

For more information, resources and references visit PGME website: <https://postgrad.med.ubc.ca/pgme-mistreatment-help/>