



Harassment: Policy and Procedures at the Department of Surgery

The Department of Surgery
University of Toronto

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WHAT IS HARASSMENT?

Harrassment (n): A form of discrimination. Includes any unwanted physical or verbal behavior that offends or humiliates you. It can persist over time or include a serious one-time incident.

Harrassment occurs when someone

- makes unwelcome remarks or jokes about your race, religion, sex, age, disability or any other of the grounds of discrimination;
- threatens or intimidates you because of your race, religion, sex, age, disability or any other of the grounds of discrimination;
- makes unwelcome physical contact with you, such as touching, patting, or pinching.

- Canadian Human Rights Commission, 2019

<https://www.chrc-ccdp.gc.ca/eng/content/what-harassment-1>

OUR POLICY

The Department of Surgery holds a **zero-tolerance policy** for workplace harassment whether racial, age-related, sexual, religious, personal malice, or physical in nature.

As a resident or fellow, if you believe you have experienced harassment, you have the right to seek help through the Postgraduate Medical Education Office of Resident Wellness. As a faculty member, you can contact the Department of Surgery Equity Representatives. These groups of individuals will work with you to hear all allegations and file complaints as required. Such complaints may be taken to higher authorities within the Hospitals, Department or University, and lead to subsequent action.

These parties are **neutral** and the complaints are entirely **confidential**.

Your professional rank and terms of employment will **never** be compromised.

OUR RESPONSIBILITY

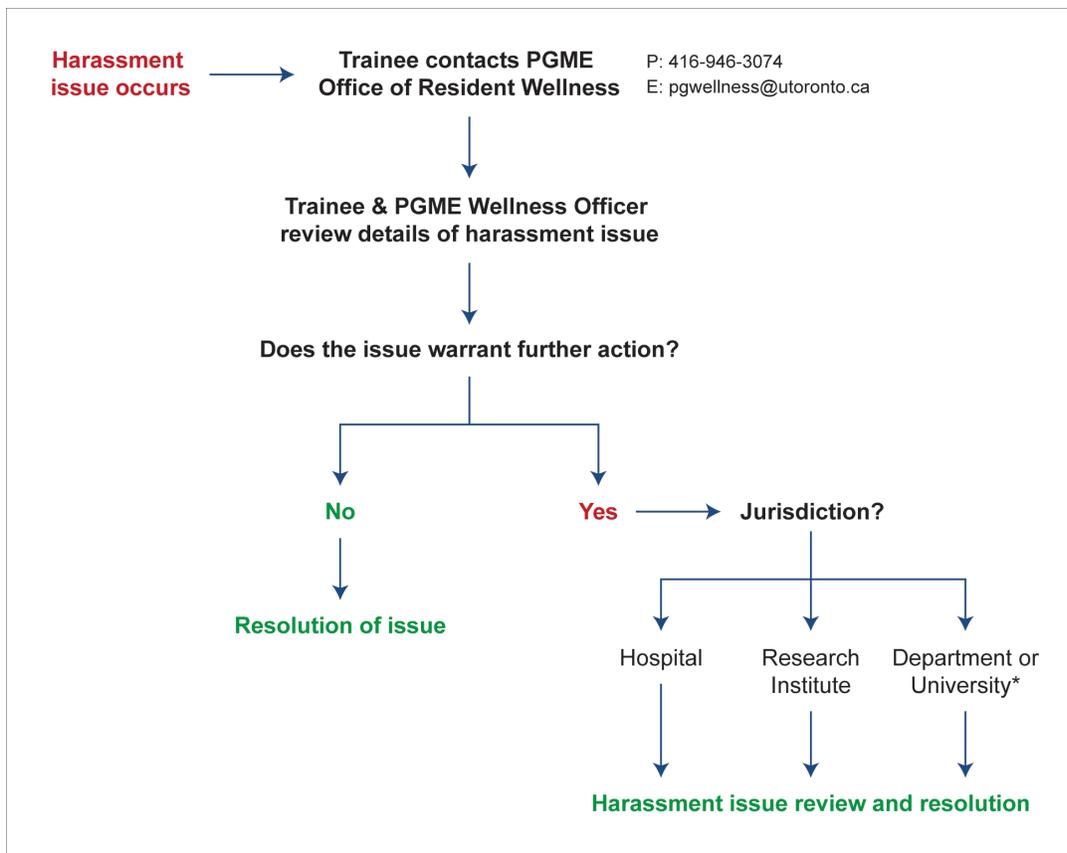
The division of oversight between clinical and academic environments is not always clear. The environment in which an incident occurs will largely determine a) the appropriate remediation and b) parties responsible for its implementation.

While the Department of surgery is committed to ensuring a safe teaching environment for trainees and faculty members alike, certain instances of harassment may fall under the jurisdiction of a Hospital or Research Institute. Furthermore, instances of harassment may occur offsite such as conferences, restaurants, informal gatherings, or social events. These incidents often go unreported due to a perception that nothing can be done if it did not occur in a professional setting. This is absolutely not the case.

Therefore, we **strongly** advise you to first seek out the Office of Resident Wellness or the Department Equity Representatives to assist in the delegation of responsibility.

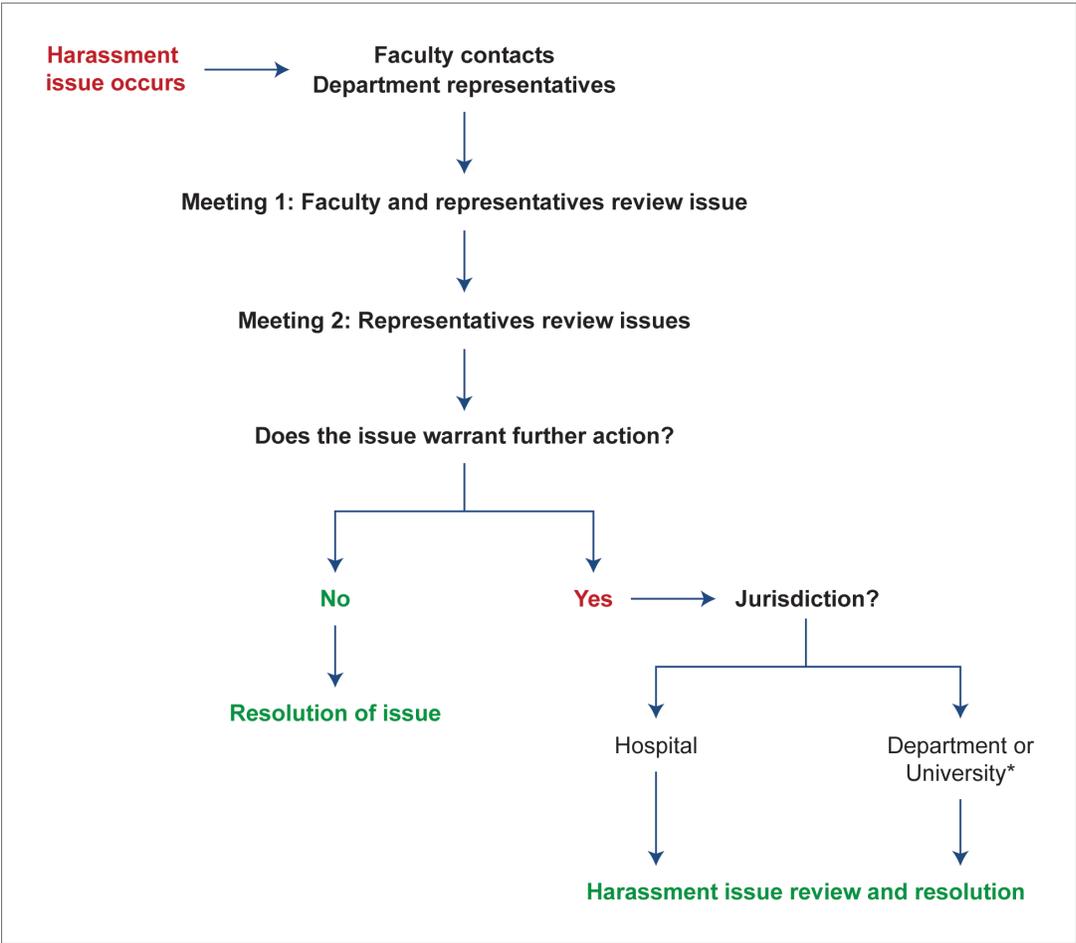
OUR COURSE OF ACTION

Scenario 1. Resident versus Faculty *or* Resident versus Supervisor Harassment.



*<https://www.svpscentre.utoronto.ca/contact/>

Scenario 2. Faculty versus Faculty Harassment.



*<https://www.svpscentre.utoronto.ca/contact/>