

Department of Obstetrics and Gynaecology

Guidelines on Workplace Bullying and Harassment

Respectful Working Environment

In the context of the academic community, responsibility for maintaining a respectful environment falls on all community members, including students, faculty, staff, and members of the public who participate in University-related activities. A respectful environment is a climate in which the human dignity of each individual is valued, and the diverse perspective, idea and experiences of all members of the community are able to flourish.

Purpose of this Policy

The Department of Obstetrics and Gynaecology is committed to creating an environment that is conducive to optimal education, research, and clinical care. Respect for every person is the value central to all encounters with learners, staff, educators and patients.

The purpose of this document is to provide guidance and outline the departmental expectations and reporting procedures for dealing with incidents of bullying and harassment.

What is Bullying?

Bullying is the act of using superior strength or influence to intimidate or control the actions of others. Bullying and harassing behaviour can include but are not limited to:

- Verbal aggression or yelling
- Humiliating initiation practices or hazing
- Spreading malicious rumours
- Calling someone derogatory names
- Inappropriate comments, gestures or behaviours
- Comments or judgments based on an individual's sexual preference or gender identity
- Using power or authority for self interest without regard for others.

What is Not Bullying?

- Expressing differences of opinion
- Offering constructive feedback, guidance, or advice about work-related behaviour
- Reasonable action taken by a supervisor related to the management and direction of workers.

Please note that the above lists are by no means inclusive. If you feel that any exchange has left you feeling humiliated or intimidated please speak with someone. You will find a list of who to report this to under the heading *How to Report Bullying or Harassment*.

What are our Responsibilities?

It is the responsibility of the department to ensure that steps are taken to prevent this behaviour including:

- A policy statement that bullying and harassment will not be tolerated.
- Actions to prevent or minimize bullying and harassment.
- Communication to employees of the policy statement and preventative steps.
- Specific procedures for employees to report bullying and harassment, including when a supervisor is the perpetrator.
- Specific procedures on how to deal with complaints including investigations, roles, and corrective actions.
- Training employees on recognizing, responding, and reporting bullying and harassment.
- Annually reviewing employee policies and procedures.

How to Report Bullying or Harassment

If you feel you are being bullied or harassed please contact the Department of Obstetrics and Gynaecology [Administrative Manager](#) in the first instance. Any communication you have will be dealt with confidentially. The Administrative Manager will work with you on how best to deal with the issue.

The FoM has an Associate Dean of Equity and Professionalism that oversees all complaints related to unprofessional behaviour including harassment and intimidation. If you do not feel comfortable reporting an incident to your department you should contact the [Associate Dean](#) directly.

If you do not wish to discuss your complaint within the Faculty of Medicine you can contact the [Office of Equity and Inclusion](#) for assistance.

Further Resources

[UBC Statement on Respectful Environment for Students, Faculty and Staff](#)

[UBC Policy #3 – Discrimination and Harassment](#)

[UBC FoM – Policy and Processes to Address Unprofessional Behaviour \(Including Harassment, Intimidation\) in the Faculty of Medicine](#)

[UBC FoM - Professional Standards for Learners and Faculty Members in the Faculties of Medicine and Dentistry](#)

[WorkSafeBC: Worker Fact Sheet, Employer Fact Sheet & Supervisor Fact Sheet](#)