



CAIR Mantras on Intimidation and Harassment

Background

Residents play a dynamic role in the health care system that involves interacting with members of the health care team on various levels. Residents are uniquely positioned in the health care system as both care givers and learners. Residents must interact with both an educational and health care provider hierarchy. As a result, residents may be vulnerable to intimidation and harassment from a number of potential sources.

CAIR Mantras on Intimidation and Harassment

CAIR is committed to the principle that all residents are entitled to work in an environment that is free of intimidation and harassment.

CAIR has a zero tolerance policy towards intimidation and harassment of its members as it may occur in all forms such as verbal, physical or sexual.

CAIR supports legislation that prohibits harassment related to, but not limited to, the following categories: race, national or ethnic origin, colour, religion, age, sex, marital status, family status, disability, or sexual orientation.

CAIR supports programs and mechanisms that provide residents with confidential help with regards to intimidation and harassment issues, such as 24 hour help lines and counseling.

CAIR strongly urges all stakeholders in medical education to examine intimidation and harassment policies in an effort to make the learning and work environment better for all.

CAIR supports the implementation of mechanisms to investigate reported cases of intimidation and harassment, and timely action plans to resolve cases.

Examples of intimidation and harassment include, but are not limited to:

- Derogatory written or verbal communication or gestures related to the above categories
- Unwelcome physical contact
- Physical or sexual assault
- Abuse of authority that undermines a resident's performance or threatens a resident's career
- Patronizing or condescending behaviour intended to humiliate a resident's performance (this is distinctly different from timely, constructive feedback on a resident's performance from physician preceptors).
- Any coercion in the accreditation process