

## Harassment Policy

The UBC Division of Critical Care Medicine strives to create a supportive and engaging training environment for all learners. Reported allegations of harassment involving trainees are considered seriously, and warrant investigation. Trainees subjected to harassing behavior are encouraged to report events. Allegations will be confidentially investigated by the local training site coordinator and local unit medical director and concurrently reported to the Training Program Director. The UBC Critical Care Medicine Division Head will subsequently be informed of serious and repeated offenses. Substantiated serious or repeated events will preclude trainees from any service obligations that require interaction with the offending staff member. Recurrent problems will result in a redistribution of fellows to alternative training sites. In the event of any perceived conflicts of interest, the Associate Dean, equity may be called upon by the complainant in accordance with the UBC Postgrad Dean's policy addressing unprofessional behavior.