



UBC Critical Care Medicine

Bringing Excellence in Critical Care, Teaching and Research to the Bedside

Resident Harassment and Mistreatment Policy

Background

The UBC Critical Care Medicine Training Program strives to create a supportive and safe learning environment for the Residents. The program has a zero tolerance policy for resident harassment and mistreatment. Concerns of harassment and mistreatment of residents are taken very seriously and will be investigated promptly.

Support for the Resident within the Training Program

Residents are encouraged to report all events to the Program Director(s), Program Administrator, or any one in the program with whom they are comfortable speaking to. Residents are also encouraged to document all events thoroughly. Any concern raised will be investigated confidentially by the Program Director(s) with involvement of the site medical director as appropriate. Further support may be obtained from the UBC CCM Division Head or PGME office as appropriate.

Substantiated serious or repeated events will preclude residents 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. Consequences for the offending staff member will be determined according to Division Head and/or Associate Head of Education for the Department of Medicine.

Support for Resident External to the Training Program

Residents are encouraged to seek support from the REDI office as well as through the Physician Health Program.

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