Dec 14, 2021: Departmental Webpages for Learner Mistreatment

The Department of Medicine is committed to enabling a positive learning and working environment for everyone in our community. We support an integrated approach to addressing learner concerns that champions the principles articulated in the Temerty Faculty of Medicine guidelines on managing disclosures of learner mistreatment for [medical students](https://md.utoronto.ca/sites/default/files/student_mistreatment_protocol_2020-03-17.pdf) and [PGME trainees](https://pgme.utoronto.ca/wp-content/uploads/2021/07/PGME_MistreatmentGuideline_Feb1121_FINAL_revisedCPSOlinkJuly.docx445807.pdf) (residents and clinical fellows).

Temerty Medicine has adopted the Association of American Medical Colleges (AAMC) definition for learner mistreatment which refers to *intentional or unintentional behaviours that show disrespect for the dignity of others.* This may manifest as unprofessional behaviours, discrimination and discriminatory harassment, or sexual violence and sexual harassment.

Temerty Medicine has established a centralized hub of supports and resources for learners who have witnessed or experienced mistreatment. To learn more about how to ***discuss, disclose, or report*** learner mistreatment, you can access resources here:

* For MD Program: <https://md.utoronto.ca/student-mistreatment>
* For PGME: <https://pgme.utoronto.ca/current-trainees/while-youre-training/learner-mistreatment/>

These webpages include an online disclosure form through which you can submit disclosures to the Learner Experience Office in an identified or anonymous way.

Within our own Department, our education leadership team are also available to support learners in accessing and understanding the supports and resources available. Our leadership team includes:

* Vice Chair of Education: Arno Kumagai
* Fellowship Director: Cheryl Jaigobin
* Residency Program Directors: [please visit our webpage here for a list of all our Program Directors](https://deptmedicine.utoronto.ca/postgraduate-residency-program-directors)
* Internal Medicine Clerkship Director: Luke Devine

Temerty Medicine will also monitor trends from learner concerns to identify systems-level interventions in partnership with the clinical departments and hospitals that can be implemented to improve the learning and working climate for us all.

The bottom line is that we are here for you, please reach out anytime!