

Respectful Relationship Guidelines

Department of Surgery
University of Toronto

PREAMBLE

Members of the Department of Surgery have academic responsibilities that require collegial interactions with a spectrum of learners and faculty. Successful academic practice involves effective communications with colleagues, trainees and the employees at institutions affiliated with the University of Toronto. The Department of Surgery recognizes both the complexity of this environment and the importance of maintaining appropriate and professional interpersonal relationships in the practice of academic surgery. The following guidelines were developed to underscore the importance of respectful interpersonal relationships in the Department of Surgery.

- Respectful interpersonal relationships create a positive environment for patient care, education and research.
- All Department members should strive to create and maintain respectful relationships with their colleagues, employees, trainees and patients.
- Disruptive physician behavior as defined by the College of Physicians and Surgeons of Ontario* by members of the Department is unacceptable
- Members of the Department should identify and seek to resolve instances when disrespectful behavior is observed.
- Sexual or romantic relationships between members of the Department and their trainees are inappropriate.
- The Department has a zero-tolerance policy for any form of physical or psychological abuse.
- Members of the Department must document and report any observed physical or psychological abuse that involves a faculty member or trainee to their immediate supervisor, Surgeon-in-Chief or the Department Chair.
- Failure to maintain respectful relationships with colleagues, employees, trainees or patients will have a negative impact on the continuing appointment, assessment of academic productivity, promotion and annual reappointment processes.
- Harassment and/or abuse of colleagues, employees, trainees or patients requires remediation. If remediation is unsuccessful, such behavior can lead to dismissal.

*CPSO link: <https://www.cpso.on.ca/Physicians/Policies-Guidance/Policies/Physician-Behaviour-in-the-Professional-Environment>

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