

Graduate Medical Education Consortium  
Guidelines for Reporting Mistreatment of Residents and Fellows

The Graduate Medical Education Consortium (composed of the Washington University School of Medicine, Barnes-Jewish Hospital, and St. Louis Children's Hospital) is committed to positive and supportive learning and working environments for residents and fellows. The Consortium's member institutions have a variety of policies addressing matters such as discrimination, harassment, abusive conduct, and workplace violence, including the following:

- [Academic Medical Center Disruptive Behavior Policy](#)
- [BJC Workplace Violence and Threat Policy](#)
- [BJC Policy on Equal Employment Opportunity, Discrimination, and Harassment](#)
- [WU Abusive Conduct Policy](#)
- [WU Policy on Discrimination and Harassment](#)

This document identifies the mechanisms and protocols for residents and fellows to report mistreatment against them or for other individuals to report learner mistreatment they have observed. This document also outlines the systems in place aimed at monitoring, addressing and preventing mistreatment of residents and fellows in the learning environment.

**I. Steps for Reporting Resident or Fellow Mistreatment**

The Graduate Medical Education Consortium strongly encourages trainees who feel they have experienced mistreatment, and those who feel they have witnessed mistreatment of a learner, to report it immediately, without fear of retaliation, using the following resources:

1. WashU Learner Mistreatment Portal

Residents/fellows and other community members may submit a report through the [WashU Learner Mistreatment Form](#) which can also be found on the Supporting a Fair Environment ([SAFE website](#)). Washington University Human Resources receives all reports and will collaborate with BJC Human Resources as well as direct the report to appropriate university or hospital administrator(s) for a prompt response. The reporting portal allows for individuals to submit concerns anonymously if preferred and allows for bidirectional communication through the portal via a password, even if the report is submitted anonymously.

2. The [BJC Ethics and Compliance Hotline](#)
3. To any of the following leaders:

- GME Executive Director and Designated Institutional Official
- Hospital GME Executive Director
- Washington University, BJH or SLCH Human Resources Director
- Department Chairperson
- Training Program Director

### **Confidentiality and Anonymous Reporting**

When receiving a confidential report, Consortium members will strive to protect, to the greatest extent feasible, the confidentiality of persons reporting mistreatment and of those accused of mistreatment. Because of legal obligations, Consortium members cannot guarantee complete confidentiality where it would conflict with their obligation to investigate meaningfully, take corrective action, or address safety concerns. When disclosure of information is necessary, it will be limited to the extent possible.

Anonymous reports may be submitted through the reporting portal. If a reporter wishes to remain anonymous, Consortium members may be limited in their ability to respond and take action with respect to the report.

### **II. Options for Possible Resolution**

Residents and fellows who believe they have been subjected to mistreatment, or other reporters who believe they have witnessed mistreatment, have several options available if they wish to seek resolution of a situation.

If a reporter feels comfortable dealing with the situation without assistance, they can communicate either orally or in writing with the person whose behavior is of concern. The most useful communication clearly describes the conduct of concern as well as its impact on the trainee and a request that the behavior should stop. Frequently, such a communication will cause the behavior to stop, particularly when the person may not be aware of its impact.

If a reporter would like to discuss a situation and possible options for resolution with the assistance of someone else, they may also consider (i) asking a trained WUSM SAFE (Supporting A Fair Environment) Committee member to meet with them or to speak to the person whose behavior is of concern or (ii) consulting with one of the leaders listed above about other potential options to remedy the situation. As previously mentioned, these individuals may be obligated to report the incident or conduct disclosed for further review (e.g., sexual assault or harassment, threat of harm to self or others).

### **III. Monitoring and Education**

The School of Medicine and hospitals will provide ongoing education to promote a respectful and positive learning environment. The purpose of this education will be to communicate standards of behavior and professionalism for an optimal learning and work environment and the policies around behavioral expectations and processes for reporting mistreatment.

The SAFE committee, working with the human resources departments of WUSM, SLCH and BJH, will regularly report aggregate data to training program directors, BJH and SLCH leadership and to department chairs/ University leadership and other key stakeholders for high-level monitoring purposes.