**Process to Address Complaints/Concerns of Intimidation, Harassment, and**

**Unprofessional or Disruptive Behaviour for PGME Trainees**

*(See guidelines for definitions and details)*

Formal investigation initiated

*Informal process*

**Harmful Incident**

Resolution with committee-approved remedy

Decision returned to committee for reconsideration

Mediation option

Informal meeting

University/Hospital leadership determined

Informal resolution

*No*

Appeal option

Committee decision issued

Investigative committee established

*Consult*

Consultation regarding options**1**

Report to Education

Lead**2, 3**

*Formal process*

*Not reconciled*

*No*

*Reconciled*

*Yes*

Meeting with mutually approved mediator

*Not reconciled*

*Re-consideration*

Appeal –Vice Dean PGME or VP Ed

***NB:*** *The incident report for (IRF) can be found at \_\_\_\_\_\_\_\_\_\_*

**Footnotes**

1. Complainant may wish to consult site supervisor, PD, Director, Resident Wellness, resident leader, PAIRO, or other.
2. Includes PD, site supervisor, hospital VP/Director, Education, Director, Resident Wellness, Associate Dean, Equity and Professionalism, Vice Dean, PGME.
3. Report by: incident report form, verbal, written, or and email.

*Decision upheld*

*Yes*

Resolution with mediator-assigned remedy

*Reconciliation*