ARE YOU ALWAYS PROFESSIONAL WITH LEARNERS AND TRAINEES?

CHECK YOURSELF

☐ How do I interact with the inter-professional team, patients, or other constituents while in front of learners and trainees?

☐ Do I demonstrate sensitivity to diversity and act to include rather than alienate?

☐ Do I take responsibility for errors by reporting them as required and by supporting the learners and trainees who do the same?

☐ Do I protect learners and trainees from tasks unrelated to their educational program?

☐ Do I protect learners and trainees from emotional, physical, sexual, or verbal abuse?

☐ Do I model good teacher-learner or trainee interactions?

ARE YOU EVER UNPROFESSIONAL?

OVERT MISTREATMENT OF YOUR LEARNERS or TRAINEES

- Sexual harassment
- Dating reportees/learners
- Romantic advances (whether they are wanted or not)
- Derogatory comments
- Threats of physical harm
- Public or private belittlement or humiliation
- Requesting tasks unrelated to training

COVERT MISTREATMENT OF YOUR LEARNERS or TRAINEES

- Threatening unfair, career-altering reprisals
- Sabotaging progress
- Failing to properly train
- Refusing to write an earned recommendation
- Denying opportunities for reasons such as ethnicity, gender, race, or sexual orientation
- Fostering a hostile work environment

BEST PRACTICES TIP SHEET

Professionalism in Teaching

DUTY TO REPORT

If you witness harassment or mistreatment of learners or trainees, you must

1. Address the issue with the individual who is acting out.

2. Make a statement to educational or clinical leadership.

3. In a clinical setting, if 1 and 2 fail, Report in Safety Net.

Faculty Affairs & Professional Development, The Office of the Assistant Dean of Faculty Affairs, The Office of Graduate Medical Education, and The Professionalism Program at Penn Medicine.