

# Sexual Harassment

Application through Case Studies

<https://goo.gl/moFjSi>

# Scenario 1: Medical Student & Remarks in the Operating Room

You are the Chair of Surgery. Head OR nurse comes to you to share about yesterday's case. There is a new student rotating on your service and they were in the OR. Attending in the OR was one of your senior professor faculty members. Senior attending faculty joked during case. As usual behavior for this faculty member the joke was distasteful. Attending MD has highest satisfaction scores when graded by past medical students. The head OR nurse feels the medical student will not be comfortable speaking up. The joke being told made the OR staff in the room feel uncomfortable on behalf of the medical student.

# Scenario 2: Senior Resident and Local Procedure Capability

You are chair of surgery. Fourth year female resident and third year male resident are on call together for Pediatric Surgery. They are working together on a case in the ED regarding 12 year old with infected groin PICC line. Residents evaluate the situation and mutually decide it is appropriate to remove the infected PICC line in the ED without the need to go to OR. They prep the area and the female resident begins to complete the procedure. ED attending (male senior attending that is very large in stature) walks in mid-procedure and demands that the female resident stops the procedure immediately. [YELLING] “What the \*\*\*\* do you think you are doing? Who the \*\*\*\* do you think you are to make this decision and do this \*\*\*\* in my ED?” Looking to the male third year, “Do you agree with this piss poor decision?” “Where is your \*\*\*\* attending?” As ED attending is yelling the PICC line breaks. Female residents realizes importance of quickly removing and saving patient. ED attending grabs the females arm to further demand her to stop. Female resident picks up scissors and demands him to let go. She proceeds to complete the procedure, which is in her scope and has been done before in this setting. The next day the chair of the ED wants to speak to you.

# Scenario 3: Two Female Faculty Members and Promotion Opportunities

You are the administrator. In your department you have two female faculty members competing for the same leadership position. One is single and not planning to have kids. The other has one young kid and is trying for more children. Single female faculty receives residency director position. The one not receiving position comes to one of the chiefs to vent. He shared with her that she probably was not identified to help make her life easier with young kids. She now comes to you.

## **Scenario 4: Unwanted Sexual Advances (41.3% females reported in K award survey)**

You are chair of surgery. Your residency director asks to meet with you. One of the female surgical trainees has come to him to say she's uncomfortable with the advances and glances of one of your surgical faculty. "He doesn't ever look me in the eye," she says, "He's always looking at my chest. I'm really uncomfortable, and I don't know what to do." The surgical trainee dresses in scrubs and does not display herself provocatively. No other actions have occurred.

# Scenario 5: Recruitment

You are chair of surgery. You are recruiting for your MD leader of trauma program. The top candidate in the country is interested in the position and you are in the final recruitment stages. This individual has a national reputation for being the best. There are rumors that this individual is in the process of a divorce due to relationships at work. There is also rumor that the individual has a sexual harassment claim against them. It is the first claim you are aware of and you feel this surgeon has the ability to take your program to the next level.

# Scenario 6: Relationship Ending

You are chair of surgery. Your administrator shares with you that one of the surgical trainees has presented a complaint against a faculty member for sexual harassment. This surgical trainee and faculty member were in a consensual relationship. The rumor mill is that the trainee initiated the relationship. The relationship has recently ended. The faculty member has the highest volumes, best quality and recently received a research award. This surgeon has never had a complaint brought against them. You trained with this individual and know them well.

# Scenario 7: Text Messages

You are chair of surgery. The chief of cardiology shares concern about one of your more senior surgical faculty. A new, young female faculty in her section received a text from your male faculty. The text said, “You look really good in scrubs.” This text made female faculty feel uncomfortable. You have a zero tolerance to this outcome. You coach male faculty and think the situation is reconciled. A week later you learn the male faculty texted, “I’m sorry you were upset about something so little. It was only a complement” The chief of cardiology returns to you and requests additional intervention.

**THE PAST IS WHERE YOU  
LEARNED THE LESSON.  
THE FUTURE IS WHERE YOU  
APPLY THE LESSON.**

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