MEDICINE IS ON THE VERGE OF ITS OWN #MeToo MOMENT

▪ YALE MEDICAL SCHOOL REMOVES DOCTOR AFTER SEXUAL HARASSMENT FINDING

▪ ESTEEMED EBOLA RESEARCHER FIRED AT UNIVERSITY OF WASHINGTON FOR SEXUAL HARASSMENT

▪ USC MEDICAL DEAN RESIGNS AFTER SEXUAL HARASSMENT FINDINGS MADE PUBLIC

▪ UNIVERSITY OF CHICAGO PROFESSOR RESIGNS AMID SEXUAL HARASSMENT INVESTIGATION

▪ HARVARD MEDICAL SCHOOL PROFESSOR RESIGNS AMID SEXUAL HARASSMENT ALLEGATIONS
Sexual Harassment of Women

- Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine
  - Authors: National Academies of Sciences, Engineering, and Medicine; Policy and Global Affairs; Committee on Women in Science, Engineering, and Medicine; Committee on the Impacts of Sexual Harassment in Academia.
LEGAL DEFINITION OF SEXUAL HARASSMENT IS:

- UNWELCOME CONDUCT OF A SEXUAL NATURE, INCLUDING UNWELCOME SEXUAL ADVANCES, REQUESTS FOR SEXUAL FAVORS AND OTHER VERBAL, NON-VERBAL OR PHYSICAL CONDUCT OF A SEXUAL NATURE.

- QUID PRO QUO (“THIS FOR THAT”): EMPLOYMENT OR EDUCATIONAL PARTICIPATION, PROMOTION, ASSIGNMENTS CONDITIONED ON SUBMISSION TO SEXUAL ADVANCES

- HOSTILE ENVIRONMENT: COMPLAINANT BELIEVES THEY EXPERIENCED UNWELCOME SEXUAL CONDUCT AND A REASONABLE PERSON IN COMPLAINANT’S POSITION WOULD VIEW THE CONDUCT AS SUFFICIENTLY SEVERE, PERSISTENT OR PERVERSIVE THAT IT LIMITS AN INDIVIDUAL FROM PARTICIPATING OR BENEFITING FROM THE EMPLOYMENT OR EDUCATIONAL PROGRAM

University of Colorado Policy Statement 2018
WHAT DOES THAT MEAN IN ENGLISH?

**QUID PRO QUO**

- Chief Resident to Resident: “I could make your life easier if you will have sex with me.”
- Director of Cardiovascular Research Center making advances towards a postdoctoral fellow.
- Ophthalmology faculty member takes fellow to meeting and books only one hotel room.

**HOSTILE ENVIRONMENT**

- Attending to first year resident during surgical case: “You know how to spread good.”
- “You know, when you chew your ice, it means you’re sexually frustrated.”
- Residents use high resolution screens in radiology reading room to view internet porn.
There are three categories of sexually harassing behavior:

**Gender Harassment** (verbal and nonverbal behaviors that convey hostility, objectification, exclusion, or second-class status about members of one gender)

**Unwanted Sexual Attention** (verbal or physical unwelcome sexual advances, which can include assault)

**Sexual Coercion** (when favorable professional or educational treatment is conditioned on sexual activity)
MEDICAL SCHOOL FACULTY WHO HAVE EXPERIENCED SEXUAL HARASSMENT

FEMALE FACULTY MEMBERS

MALE FACULTY MEMBERS

MEDICINE BY THE NUMBERS

▪ TWICE AS MANY MALE PHYSICIANS (623,054) AS FEMALE PHYSICIANS (326,902)*

▪ ONLY 19.2% OF SURGEONS ARE WOMEN*

▪ 2017 FIRST YEAR A MAJORITY OF ENTERING MEDICAL STUDENTS WERE WOMEN*

▪ IN 2018, 16% OF MEDICAL SCHOOL DEANS ARE WOMEN

*NBC News February 20, 2018
FACTORS INCREASING LIKELIHOOD OF SEXUAL HARASSMENT INCIDENTS IN SURGERY

- Perceived Tolerance
- Strong Hierarchy
- Male Dominated Culture
  - 81% Surgeons
  - 83% Dept. Chairs
  - 84% Deans
- Physical Environment
  - High Stress
  - 24/7 Work
  - Call Rooms
PROFESSIONAL EFFECTS OF SEXUAL HARASSMENT

- Decline in Job Satisfaction
- Withdrawal from Organization
- Decline in Organizational Commitment
- Increase in Job Stress
- Decline in Productivity or Performance
PERSONAL EFFECTS OF SEXUAL HARASSMENT

- Depression
- Anxiety
- Stress
- Generally Negative Effects on Psychological Wellbeing
### YOUR ROLE AS CHAIR

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<th><strong>DO:</strong></th>
<th><strong>DON’T</strong></th>
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<tr>
<td>▪ Create a culture of <em>Intolerance</em></td>
<td>▪ Try to handle a complaint on your own</td>
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<td>▪ Define Sexual Harassment broadly – include sexist behavior</td>
<td>▪ Ignore sexually charged jokes or innuendo</td>
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<td>▪ Know your sexual harassment policy – especially your role and institutional resources</td>
<td>▪ Dismiss allegations as “That’s just Bob, he doesn’t mean anything by it.”</td>
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