



Express Your Stance on Sexual Harassment as a Leader and Construct a Response to Accusations in Your Department



Melina R. Kibbe, MD, FACS

Colin G. Thomas Jr. Distinguished Professor and Chair
Department of Surgery

Professor, Department of Biomedical Engineering
The University of North Carolina at Chapel Hill





Disclosures

- I have no pertinent financial disclosures as it relates to the material in this talk.





Being a Leader in Surgery

- Leaders set the tone
- Leaders are the role models
- What individuals observe in their leaders is what will be propagated and tolerated
- This is why it is critical that as a leader, a very **clear stance** on sexual harassment is **articulated** and **modeled** in a **consistent** manner





Understand the Role Gender Plays with Regard to Leadership

- There are things that a female is more likely to share with a female leader
- Important to have women engaged in leadership roles
 - » Program Director or Associate Program Director
 - » Clerkship Director or Associate Clerkship Director
 - » Division Chief
 - » Vice Chair



When Allegations are Brought to You as a Leader

- Processes must be followed
 - » Title IX
 - Responsible employee
 - Confidential versus anonymous
 - » Human Resources
 - » Legal
 - » Vice Dean of Education
 - » DIO
 - » Dean and/or CEO





Expressing Your Stance as a Leader

- Clearly articulate that there is a **zero tolerance policy** for any type of harassment...
 - » Sexual
 - » Religious
 - » Racial
 - » Gender
 - » Sexual orientation
 - » Age
 - » Etc.

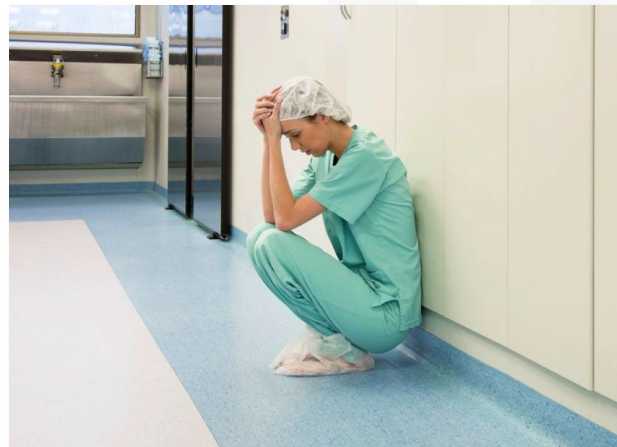
**ZERO
TOLERANCE
POLICY**





The Why

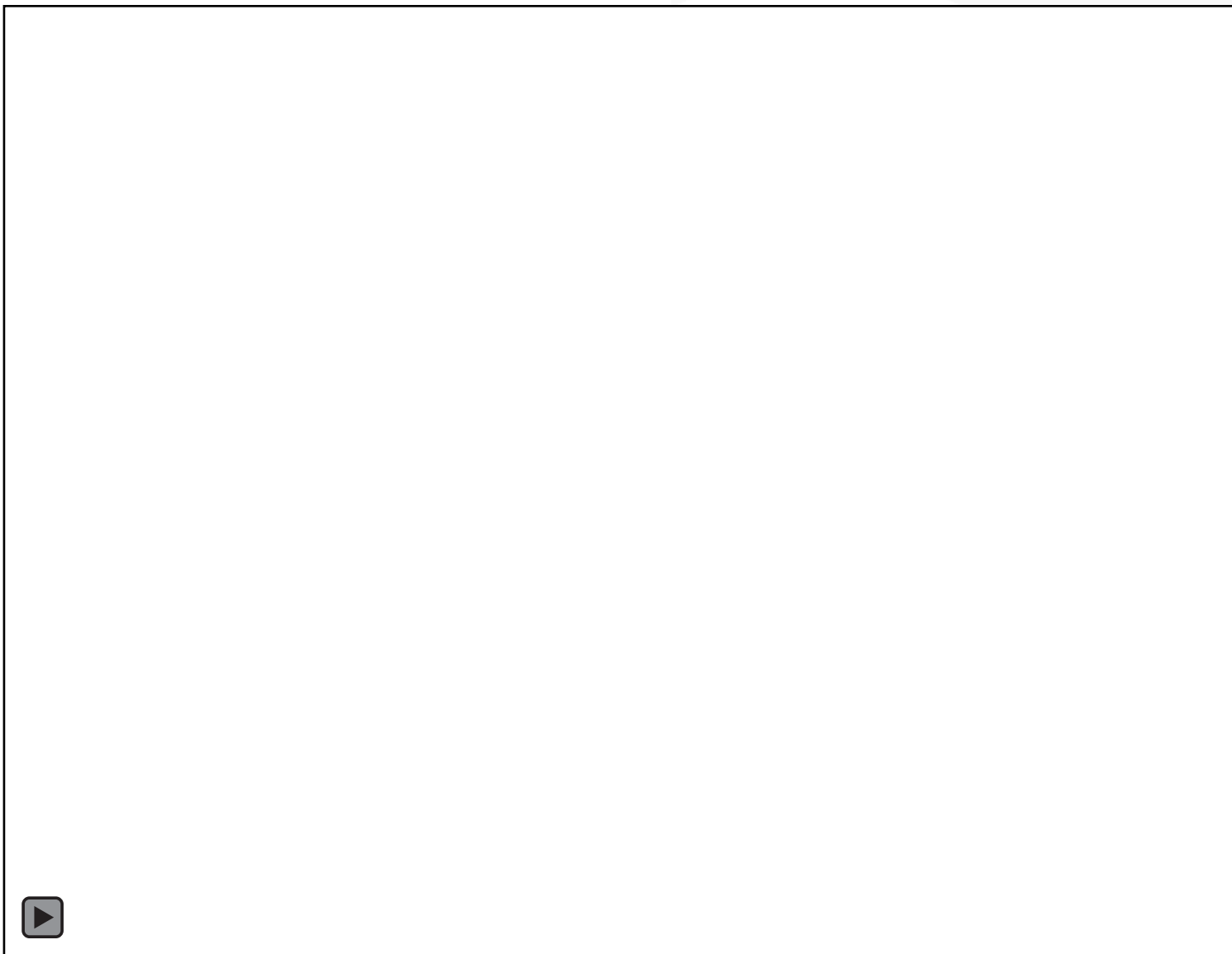
- Harassment creates an environment that:
 - » Impairs learning
 - » Impairs ability to work
 - » Leads to patient safety concerns
 - » Increases employee turn over
 - » Creates emotional distress





EXPRESSING THE STANCE







DEFINING SEXUAL HARASSMENT







My Story

- We embarked on a year of self-improvement
- Six Grand Rounds training session (1 hour each)
 1. Sexual Harassment 101
 2. Sexual Harassment 201
 3. Disruptive and Inappropriate Behavior
 4. Racial and Religious Discrimination
 5. LGBTQ Discrimination
 6. Professionalism
- Annual refresher Grand Rounds on “Responsible Employee”





My Story

- When new allegations occur....
 - » Address the allegation according to protocol
 - » Participate in the 6 training sessions
 - » Document that training has occurred





My Story

- Our culture has changed!
- We openly discuss harassment
- It is no longer taboo
- Residents are now empowered to speak up
- Faculty are empowered to speak up
- Our learning environment has improved
 - » Won best M3 rotation in 2017 and 2018!





Conclusion

- Leadership is critical in creating an environment of zero tolerance for sexual harassment
- Set expectations
- Provide training to all
- Create and sustain a culture of transparency
- Create an environment in which individuals can safely report occurrences





Thank You



melina_kibbe@med.unc.edu

