



**UNIVERSITY
OF ALBERTA**

FACULTY OF MEDICINE & DENTISTRY

Office of Professionalism

Annual Report

The Professionalism Online Reporting System

<https://www.ualberta.ca/medicine/resources/faculty-and-staff/professionalism/professionalism-submission.html>

2023-2024

Professionalism ACCOLADES 2023-24		Total Number of Accolades = 11. Role of person named: Faculty (4), Resident (5), Attending Physician (1), Health Professional (1). Setting: Non-Clinical (3), Clinical (8). Status: Closed (11).					
Report Type		Person's Role	Status	Setting	Anonymized Description	Professionalism Values	Outcomes/Actions
1	Accolade Report	Faculty Member	Closed	Non-clinical	Staff demonstrated exceptional professional behaviors while promoting a collaborative learning environment.	Modelled responsible behaviors while promoting excellence and integrity in a psychologically safe environment.	Accolade letter of acknowledgment sent to individual & individual's supervisor.
2	Accolade Report	Attending Physician	Closed	Clinical	Resident and faculty demonstrated exceptional professional behaviors to support patient and staff during a medically urgent situation.	Demonstrated exceptional professional behaviors including respect, civility, responsibility and team collaboration while promoting excellence and inquiry in a patient centered manner.	Accolade letter of acknowledgment sent to individual & individual's supervisor.
3	Accolade Report	Resident	Closed	Clinical	Resident and faculty demonstrated exceptional professional behaviors to support patient and staff during a medically urgent situation.	Demonstrated exceptional professional behaviors including respect, civility, responsibility and team collaboration while promoting excellence and inquiry in a patient centered manner.	Accolade letter of acknowledgment sent to individual & individual's supervisor.
4	Accolade Report	Resident	Closed	Clinical	Medical student mentored by a medical resident during a clinical experience.	Modelled professional behaviors, promoted excellence and inquiry and optimized an environment of psychological safety for junior learners.	Accolade letter of acknowledgment sent to individual & individual's supervisor.
5	Accolade Report	Resident	Closed	Clinical	Medical student mentored by a medical resident during a clinical experience.	Modelled professional behaviors, promoted excellence and inquiry and optimized an environment of psychological safety for junior learners.	Accolade letter of acknowledgment sent to individual & individual's supervisor.
6	Accolade Report	Resident	Closed	Clinical	Medical student mentored by a resident during a clinical experience.	Modelled professional behaviors, promoted excellence and inquiry and optimized an environment of psychological safety for junior learners.	Accolade letter of acknowledgment sent to individual & individual's supervisor.
7	Accolade Report	Faculty Member	Closed	Non-clinical	Graduate student mentored by faculty who also emphasized and promoted wellness.	Demonstrated exceptional professional behaviors including respect, civility, responsibility while promoting excellence and inquiry in a manner that emphasizes individual wellness and psychological safety.	Accolade letter of acknowledgment sent to individual & individual's supervisor.
8	Accolade Report	Faculty Member	Closed	Non-clinical	Medical student mentored by a clinical instructor.	Demonstrated honesty, integrity and confidentiality while demonstrating responsible behaviors in a manner to promote excellence and inquiry in a psychologically safe environment.	Accolade letter of acknowledgment sent to individual & individual's supervisor.

7	Mistreatment Report	Faculty Member	Closed	Non-clinical	Concerns with another faculty regarding professional and personal boundary crossing as well as intimidation and bullying of other faculty.	Perceived lack of: honesty, integrity and confidentiality, respect and civility, responsible behavior and psychological safety.	Level 2 intervention
8	Mistreatment Report	Faculty Member	Closed	Clinical	Mistreatment of learners in a clinical setting.	Perceived lack of: respect and civility, responsible behavior, excellence and inquiry and psychological safety.	Level 3 intervention.
9	Mistreatment Report	Academic Department Manager	Closed	Non-clinical	Staff felt that hiring process was not transparent, unfair and biased.	Perceived lack of: honesty, integrity and confidentiality.	Level 2 intervention.
10	Mistreatment Report	Faculty Member	Closed	Clinical	Learner did not feel supported by staff while on call and received an evaluation that seemed retaliatory in nature.	Perceived lack of: honesty, integrity and responsibility, respect and civility, responsible behavior.	Level 2 intervention.
11	Mistreatment Report	Faculty Member	Closed	Clinical	Staff left hospital early post rounding on patients.	Perceived lack of: responsible behavior.	No intervention; anonymous.
12	Mistreatment Report	Student	Closed	Non-clinical	Inappropriate social media postings.	Perceived lack of: respect and civility and responsible behavior.	Level 1 intervention.
13	Mistreatment Report	Resident	Closed	Clinical	Learner not showing up for mandatory clinical duties putting patient care at risk.	Perceived lack of: honesty, integrity and confidentiality, respect and civility and responsible behavior.	Level 2 intervention.
14	Mistreatment Report	Health Professional	Closed	Clinical	Faculty mistreated patient in front of learner.	Perceived lack of: respect and civility and responsible behavior.	Level 1 intervention.
15	Mistreatment Report	Student	Closed	Non-clinical	Learner demonstrating lack of respect and civility as well as responsible behaviors during a teaching session.	Perceived lack of: respect and civility, responsible behavior and psychological safety.	Level 1 intervention.
16	Mistreatment Report	Faculty Member	Closed	Non-clinical	Leadership concerns around bullying, intimidation and conflict of interest.	Perceived lack of: honesty, integrity and confidentiality, respect and civility, responsible behavior and psychological safety.	Level 2 intervention.
17	Mistreatment Report	Student	Closed	Non-clinical	Student gossiping and backbiting in a workplace setting.	Perceived lack of: respect and civility and psychological safety.	Level 1 intervention.
18	Mistreatment Report	Faculty Member	Closed	Clinical	Faculty acting unprofessionally in the workplace setting while patient in a vulnerable position and also in front of other staff and learners.	Perceived lack of: respect and civility, responsible behavior, psychological safety.	Level 2 intervention.
19	Mistreatment Report	Student	Closed	Non-clinical	Student posted a video which depicted a scenario of sexual harassment.	Perceived lack of: respect and civility and responsible behavior.	Level 1 intervention.

20	Mistreatment Report	Faculty Member	Closed	Non-clinical	Perceived mistreatment of a learner in a classroom setting in front of other learners.	Perceived lack of: respect and civility, excellence and inquiry, and psychological safety.	No intervention; anonymous concern.
21	Mistreatment Report	Health Professional	Closed	Clinical	Perceived mistreatment of a learner in front of a patient.	Perceived lack of: respect and civility.	No intervention; anonymous concern.
22	Mistreatment Report	Faculty Member	Closed	Non-clinical	Media opinions around recent world events.	Perceived lack of: respect and civility.	No intervention; not a professionalism concern.
23	Mistreatment Report	Student	Closed	Non-clinical	Perceived mistreatment, rudeness and disrespect, gossiping and discrimination in a clinical setting.	Perceived lack of: respect and civility and responsible behavior.	Level 1 intervention.
24	Mistreatment Report	Resident	Closed	Clinical	Perceived learner mistreatment of another learner in clinical setting.	Perceived lack of: respect and civility.	Level 1 intervention.
25	Mistreatment Report	Resident	Closed	Clinical	Perceived learner mistreatment of another learner in clinical setting.	Perceived lack of: respect and civility.	Level 1 intervention.
26	Mistreatment Report	Faculty Member	Closed	Clinical	Faculty mistreated patient in front of learner.	Perceived lack of: respect and civility and responsible behavior.	Level 1 intervention.
27	Mistreatment Report	Faculty Member	Closed	Clinical	Learner yelled at by faculty in a clinical setting. Faculty gossiping about patients and families to learners.	Perceived lack of: respect and civility, responsible behavior, excellence and inquiry and psychological safety.	No intervention; at request of learner.
28	Mistreatment Report	Administrative Staff	Closed	Non-clinical	Homophobic views expressed in a workplace setting and making the work environment psychologically unsafe.	Perceived lack of: respect and civility and psychological safety.	Level 1 intervention.
29	Mistreatment Report	Student	Closed	Non-clinical	Yelling and acting in a belligerent manner including name calling of another learner.	Perceived lack of: respect and civility, and psychological safety.	Level 1 intervention.
30	Mistreatment Report	Resident	Closed	Clinical	Not completing clinical responsibilities and unexplained absences at the expense of compromising patient care and increasing workload for other learners.	Perceived lack of: honesty, integrity and confidentiality, respect and civility and responsible behavior.	Level 2 intervention.
31	Mistreatment Report	Faculty Member	Closed	Non-clinical	Lack of professional boundaries with learners and inappropriate behaviors, lacking situational and social awareness during clinical educational settings.	Perceived lack of: respect and civility and responsible behavior.	Level 3 intervention.
32	Mistreatment Report	Student	Closed	Non-clinical	Inappropriate use of study rooms.	Perceived lack of: responsible behaviors.	No intervention; not a professionalism concern.
33	Mistreatment Report	Faculty Member	Closed	Clinical	Faculty swearing and using inappropriate language in a clinical educational environment. Also, making racist remarks against patient of a given ethnicity.	Perceived lack of: respect and civility, responsible behavior and racism.	No intervention; at request of learner.

34	Mistreatment Report	Faculty Member	Closed	Non-clinical	Faculty with sexual boundary violations against a learner.	Perceived lack of: honesty, integrity and confidentiality, respect and civility, responsible behavior, excellence and integrity, and psychological safety.	Level 4 intervention.
35	Mistreatment Report	Student	Closed	Non-clinical	Inappropriate and disrespectful name calling in classroom and public settings.	Perceived lack of: respect and civility and responsible behavior.	Level 1 intervention.
36	Mistreatment Report	Faculty Member	Closed	Non-clinical	Inappropriate and disrespectful use of words when in a teaching setting.	Perceived lack of: respect and civility and responsible behavior.	Level 2 intervention.
37	Mistreatment Report	Faculty Member	Closed	Clinical	Mistreatment of learner by faculty including yelling and grabbing in front of other members of multidisciplinary team.	Perceived lack of: respect and civility, responsible behavior, excellence and integrity.	Level 3 intervention.
38	Mistreatment Report	Student	Closed	Clinical	Mistreatment of patient by learner and lack of insight regarding necessity of procedure and need for supervision.	Perceived lack of: responsible behavior.	Level 1 intervention.
39	Mistreatment Report	Faculty Member	Closed	Clinical	Mistreatment of learner by faculty and potential discrimination against vulnerable patient by faculty.	Perceived lack of: respect and civility, responsible behavior and excellence and	Level 2 intervention.
40	Mistreatment Report	Faculty Member	Closed	Clinical	Questionable conduct and reporting of educational activities in an ethical and honest manner.	Perceived lack of: honesty, integrity and confidentiality.	Level 2 intervention.
41	Mistreatment Report	Departmental Chair	Closed	Non-clinical	Faculty yelled at another junior faculty during a meeting regarding roles and responsibilities. Was rude and disrespectful, discriminatory, lacked social awareness and was intimidating.	Perceived lack of: respect and civility, responsible behavior, excellence and inquiry, and psychological safety.	Level 2 intervention.
42	Mistreatment Report	Faculty Member	Closed	Clinical	Mistreatment of learner in front of other staff, patients and families. Not conducive to learning in a psychologically safe manner.	Perceived lack of: respect and civility, responsible behavior, excellence and inquiry, and psychological safety.	No intervention; anonymous concern.
43	Mistreatment Report	Faculty Member	Closed	Clinical	Mistreatment of learner during a rotation and question around validity of assessment done without feedback to learner.	Perceived lack of: honesty, integrity and confidentiality, respect and civility and responsible behavior.	Level 2 intervention.
44	Mistreatment Report	Student	Closed	Non-clinical	Student lacked situational and social awareness during a culturally sensitive situation that was deemed unprofessional.	Perceived lack of: respect and civility and responsible behavior.	Level 2 intervention.
45	Mistreatment Report	Health Professional	Closed	Non-clinical	Not delivering care processes in a timely manner.	Perceived lack of: responsible behavior.	No intervention; anonymous concern.
46	Mistreatment Report	Health Professional	Closed	Non-clinical	Not delivering care processes in a timely manner.	Perceived lack of: responsible behavior.	No intervention; anonymous concern.

47	Mistreatment Report	Student	Closed	Non-clinical	Student lacked situational and social awareness during a culturally sensitive situation that was deemed unprofessional.	Perceived lack of: respect and civility.	Level 2 intervention.
48	Mistreatment Report	Student	Closed	Non-clinical	Student lacked situational and social awareness during a culturally sensitive situation that was deemed unprofessional.	Perceived lack of: respect and civility and responsible behavior.	Level 2 intervention.
49	Mistreatment Report	Student	Closed	Non-clinical	Student lacked situational and social awareness during a culturally sensitive situation that was deemed unprofessional.	Perceived lack of: respect and civility.	Level 2 intervention.
50	Mistreatment Report	Student	Closed	Non-clinical	Student lacked situational and social awareness during a culturally sensitive situation that was deemed unprofessional.	Perceived lack of: respect and civility.	Level 2 intervention.
51	Mistreatment Report	Faculty Member	Closed	Clinical	Staff yelled at learner during clinical scenario.	Perceived lack of: respect and civility, responsible behavior, excellence and inquiry.	Level 1 intervention.
52	Mistreatment Report	Resident	Closed	Clinical	Staff concerned about the delivery of bad news to patient and family by a learner. Thought the delivery was disrespectful and unprofessional and disregarded patient-family centered care.	Perceived lack of: respect and civility and responsible behavior.	Level 1 intervention.
53	Mistreatment Report	Student	Closed	Non-clinical	Learner concerned about academic integrity of another learner.	Perceived lack of: honesty, integrity and confidentiality.	No intervention; anonymous.
54	Mistreatment Report	Faculty Member	Closed	Non-clinical	Faculty yelled at another junior faculty during a meeting regarding roles and responsibilities. Was rude and disrespectful, discriminatory, lacked social awareness and was intimidating.	Perceived lack of: respect and civility, responsible behavior, excellence and inquiry.	Level 2 intervention.
55	Mistreatment Report	Student	Closed	Non-clinical	Learner sent out AI generated email to list serves.	Perceived lack of: honesty, integrity and confidentiality and respect and civility.	No intervention; anonymous.
56	Mistreatment Report	Administrative Staff	Closed	Non-clinical	Staff demonstrated unprofessional behaviors to another staff member and was rude and disrespectful in a manner that was out of proportion to the situation.	Perceived lack of: respect and civility and responsible behavior.	Level 1 intervention.
57	Mistreatment Report	Student	Closed	Non-clinical	Learners did not demonstrate respect and civility to faculty member nor was there a psychologically safe environment to promote conversation and collaboration.	Perceived lack of: respect and civility, responsible behavior, excellence and inquiry.	Level 1 intervention.

58	Mistreatment Report	Faculty Member	Decision	Clinical	Faculty did not model professional behaviors including honesty and integrity, respect and civility as well as optimization of patient care. Affected the environment for learners as it was not one that promoted collaboration or a psychologically safe environment.	Perceived lack of: honesty, integrity and confidentiality, respect and civility, responsible behavior, and psychological safety.	Level 3 intervention.
59	Mistreatment Report	Faculty Member	Closed	Non-clinical	Faculty concerns around mistreatment of learners, not role modelling professional behaviors and fear of retaliatory actions by learners nor promotion of a psychologically unsafe environment not conducive to learning.	Perceived lack of: respect and civility, responsible behavior, excellence and inquiry.	Level 2 intervention; environmental concern.
60	Mistreatment Report	Faculty Member	Closed	Clinical	Faculty completed evaluation without providing feedback to learner and was also sharing confidential information about learner with another faculty.	Perceived lack of: honesty, integrity and confidentiality, respect and civility and responsible behavior.	Level 2 intervention.
61	Mistreatment Report	Student	Closed	Non-clinical	Learner was not collaborative with other learners in a formal educational setting and is disruptive to learners and faculty.	Perceived lack of: respect and civility and responsible behavior.	Level 1 intervention.
62	Mistreatment Report	Student	Closed	Non-clinical	Learner did not demonstrate responsible behaviors with social media postings.	Perceived lack of: respect and civility and responsible behavior.	Level 1 intervention.
63	Mistreatment Report	Faculty Member	Closed	Non-clinical	Faculty did not model professional behaviors and maintain respectful interactions with a learner.	Perceived lack of: respect and civility, responsible behavior, excellence and inquiry.	Level 2 intervention.
64	Mistreatment Report	Faculty Member	Closed	Clinical	Faculty did not model professional behaviors and maintain respectful interactions with a learner.	Perceived lack of: respect and civility and responsible behavior.	Level 2 intervention.
65	Mistreatment Report	Student	Closed	Non-clinical	Learner demonstrated conduct which was dishonest and unethical.	Perceived lack of: honesty, integrity and confidentiality.	Level 1 intervention.
66	Mistreatment Report	Student	Closed	Clinical	Learner did not receive feedback in a professional manner and began to act in a threatening and belligerent manner toward faculty.	Perceived lack of: respect and civility, responsible behavior, excellence and inquiry.	Level 2 intervention.
67	Mistreatment Report	Faculty Member	Closed	Clinical	Faculty did not support an environment of safety and trust or one that is conducive to learning. Did not take personal responsibility for actions and decisions and did not communicate truthfully with team members.	Perceived lack of: honesty, integrity and confidentiality, respect and civility, responsible behavior, excellence and inquiry.	Level 2 intervention.
68	Mistreatment Report	Faculty Member	Closed	Non-clinical	Faculty demonstrated conduct which was unethical and dishonest.	Perceived lack of: honesty, integrity and confidentiality.	Level 2 intervention; environmental concern.

69	Mistreatment Report	Faculty Member	Closed	Non-clinical	Faculty demonstrated conduct which was unethical and dishonest.	Perceived lack of: honesty, integrity and confidentiality.	No intervention; anonymous.
70	Mistreatment Report	Student	Closed	Non-clinical	Learner fell asleep during a culturally sensitive educational session.	Perceived lack of: respect and civility.	Level 1 intervention.
71	Mistreatment Report	Student	Closed	Non-clinical	Learner demonstrated disrespectful interactions and did not role model professional behaviors during a teaching session.	Perceived lack of: respect and civility and responsible behavior.	Level 1 intervention.
72	Mistreatment Report	Faculty Member	Closed	Clinical	Faculty did not demonstrate respect and civility to member of healthcare team and did not demonstrate professional role modelling or promote a psychologically safe environment.	Perceived lack of: respect and civility, responsible behavior, excellence and inquiry, psychological safety.	No intervention; anonymous.
73	Mistreatment Report	Student	Closed	Non-clinical	Learner did not fulfill roles and responsibilities and lacked honesty and integrity.	Perceived lack of: honesty, integrity and confidentiality, respect and civility and responsible behavior.	Level 1 intervention.
74	Mistreatment Report	Student	Closed	Non-clinical	Learner demonstrating lack of respect and civility as well as responsible behaviors during a teaching session.	Perceived lack of: respect and civility and responsible behavior.	Level 1 intervention.
75	Mistreatment Report	Resident	Closed	Clinical	Learner on rotation with another learner whereby there were previous concerns around sexual harassment.	Perceived lack of: respect and civility, responsible behavior, excellence and inquiry.	No intervention; anonymous.
76	Mistreatment Report	Faculty Member	Closed	Clinical	Faculty demonstrating disrespectful interactions and not creating an environment conducive to learning including one that is psychologically safe during a clinical interaction.	Perceived lack of: respect and civility, responsible behavior and psychological safety.	No intervention; anonymous.
77	Mistreatment Report	Faculty Member	Closed	Non-clinical	Faculty demonstrating ongoing unprofessional behaviors to other faculty including mistreatment, bullying, threatening and intimidation.	Perceived lack of: respect and civility.	No intervention; anonymous.
78	Mistreatment Report	Resident	Closed	Clinical	Learner demonstrating lack of honesty and integrity as well as responsible behaviors on a clinical rotation.	Perceived lack of: honesty and integrity, respect and civility and responsible behavior.	Level 1 intervention.
79	Mistreatment Report	Faculty Member	Closed	Non-clinical	Learner felt that faculty was not transparent with the grading of an exam.	Perceived lack of: honesty, integrity and confidentiality.	No intervention; academic not professionalism concern
80	Mistreatment Report	Faculty Member	Closed	Non-clinical	Faculty made racist remark during a faculty meeting.	Perceived lack of: respect and civility, and responsible behavior.	Level 2 intervention; environmental concern.

81	Mistreatment Report	Faculty Member	Closed	Clinical	Faculty demonstrated unprofessional behaviors in front of patient, other learners and faculty including rudeness, disrespect and mistreatment. Repeat behaviors that were previously addressed.	Perceived lack of: respect and civility, responsible behavior, excellence and inquiry.	Level 2 intervention.
82	Mistreatment Report	Resident	Closed	Clinical	Learner did not communicate clearly with patient or health care team members regarding clinical plan and may have contributed to admission delays.	Perceived lack of: responsible behaviors.	Level 1 intervention.
83	Mistreatment Report	Resident	Closed	Non-clinical	Learner demonstrating lack of professional behaviors including situational and social awareness during clinical situations and contributing to lack of positive team dynamics.	Perceived lack of: respect and civility and responsible behavior.	Level 3 intervention; professionalism remediation learning plan.
84	Mistreatment Report	Faculty Member	Closed	Clinical	Faculty demonstrating lack of situational insight and not modelling professional behaviors as well as not creating an environment conducive to learners.	Perceived lack of: respect and civility, responsible behaviors, excellence and inquiry.	Level 1 intervention.
85	Mistreatment Report	Student	Closed	Clinical	Learner demonstrating lack of respect and civility as well as responsible behaviors on a clinical rotation.	Perceived lack of: respect and civility, and responsible behavior.	No intervention; anonymous.
86	Mistreatment Report	Faculty Member	Closed	non-Clinical	Faculty demonstrating lack of respect for another faculty member in a public forum and spreading rumors to others within the faculty.	Perceived lack of: respect and civility, responsible behavior, excellence and inquiry.	Level 2 intervention; environmental concern.
87	Mistreatment Report	Health Professional	Closed	Clinical	Faculty demonstrating rudeness and disrespect to patient and family.	Perceived lack of: respect and civility, responsible behaviors and excellence and	No intervention; forwarded to AHS Patient Relations.
88	Mistreatment Report	Student	Closed	Clinical	Learner demonstrating lack of honesty and integrity as well as responsible behaviors on a clinical rotation.	Perceived lack of: respect and civility and responsible behavior.	Level 1 intervention.
89	Mistreatment Report	Student	Closed	Clinical	Learner demonstrating lack of honesty and integrity as well as responsible behaviors on a clinical rotation.	Perceived lack of: respect and civility and responsible behaviors.	Level 1 intervention.
90	Mistreatment Report	Health Professional	Closed	Clinical	Staff demonstrating unprofessional behaviors towards learner on call in front of other team members, patient and family.	Perceived lack of: respect and civility, responsible behaviors, excellence and inquiry (not fostering professionally collaborative models of care).	Level 1 intervention.
91	Mistreatment Report	Faculty Member	Closed	Clinical	Faculty demonstrating unprofessional behaviors to learners and interdisciplinary members of health care team, including: mistreatment, intimidation, bullying and discrimination. Long standing behaviors but due to fear of retaliation, first time individual has been reported.	Perceived lack of: respect and civility, responsible behavior (not modelling professional behaviors or creating an environment conducive to learning), excellence and inquiry.	Level 3 intervention; remediation learning plan including completion of Respect in the Workplace modules.

PROFESSIONALISM Concerns 2023-24		Total number of Professionalism Concern reports: 2. Role named person: Faculty member (2). Status: Closed (2). Setting: Non-Clinical (1), Clinical (1).					
Report Type		Person's Role	Status	Setting	Anonymized Description	Professionalism Values	Outcomes/Actions
1	Professionalism Concern Report	Faculty Member	Closed	Non-clinical	Faculty demonstrated threatening, unprofessional response during conversation with another faculty	Perceived lack of: mistreatment, civility and respect, discrimination and spreading rumors.	No intervention; as requested by reporter.
2	Professionalism Concern Report	Faculty Member	Closed	Clinical	Personal boundary violations between faculty and learner.	Perceived lack of: honesty, integrity, and confidentiality, respect and civility, responsible behavior.	Level 4 intervention.

RACISM Concern Reports 2023-24		Total number of Racism reports: 5. Role of person (or entity) named: Faculty member (4), Store worker (1). Status: Closed (5). Setting: Non-clinical (4), Clinical (1).					
Report Type		Person's Role	Status	Setting	Anonymized Description	Professionalism Values	Outcomes/Actions
1	Racism Concern Report	Faculty Member	Closed	Non-clinical	Use of racist language against learners in an academic environment.	Perceived lack of respect and civility; violation of the FoMD Anti-racism Policy.	Level 2 intervention.
2	Racism Concern Report	Procurement Store	Closed	Non-clinical	Use of racist language against staff in an academic environment.	Perceived lack of: respect and civility and responsible behavior; violation of the FoMD Anti-racism Policy.	Level 2 intervention.
3	Racism Concern Report	Faculty Member	Closed	Non-clinical	Perceived racial bias in a selection process.	Perceived lack of: honesty, integrity and confidentiality; violation of the FoMD Anti-racism Policy	Level 2 intervention.
4	Racism Concern Report	Faculty Member	Closed	Non-clinical	Communication using racist language was sent to a faculty member from a colleague.	Perceived lack of: respect and civility and responsible behavior. Violation of the FoMD Anti-racism Policy	Level 3 intervention.
5	Racism Concern Report	Faculty Member	Closed	Clinical	Faculty member used micro-aggressive language/behavior in relation to a learner in a clinical setting.	Perceived lack of respect and civility; violation of the FoMD Anti-racism Policy.	Faculty completion of anti-racism training.