

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 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.

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

