



## MEMORANDUM

Date: April 16 2021

To: All Chief Executive Officers, Regional Health Authorities  
All Chief Medical Officers, Regional Health Authorities  
All Chief Nursing Officers, Regional Health Authorities  
All Chief Medical Officers, Urban Hospitals  
President & CEO, Shared Health  
Department Heads, Rady Faculty of Health Sciences

From: Brian Postl, Dean and Vice Provost Rady Faculty of Health Sciences

Re: Supporting a Learner Mistreatment-Free Environment

---

The Max Rady College of Medicine is committed to a respectful learning environment. The [Prevention of Learner Mistreatment Policy](#) (PLM) defines behaviors that constitute mistreatment.

There are several ways in which learners can report:

**1. UGME Clinical Rotation Evaluation and Preceptor Evaluation**

Questionnaires at the end of each rotation evaluate both the rotation and preceptors.  
[UGME Program Evaluation Policy](#)

**2. PGME End of Rotation Evaluation and Faculty Evaluation**

Residents are required to complete faculty evaluations (the frequency is Department specific), as well as end of rotation evaluations.

To add a level of confidentiality to 1 and 2 above, the Confidential Intake Coordinator in the Office of Professionalism currently reviews all evaluations before they are released to Departments for use.  
[Evaluation of the Rotation/Educational Experience by Residents Policy](#)  
[Evaluation of Faculty by Residents Policy](#)

**3. Speak Up**

Members of the “medical community” can confidentially (or anonymously) report using [Speak Up](#) as described in the PLM policy. There are limitations to the utility of anonymous reports.

**4. Referral/Ad Hoc**

Learners can report to any of their teachers, Program or University leaders, the University Office of Human Rights and Conflict Management, and the University Student Advocacy.

**Other University of Manitoba Policies/Procedures that pertain to these matters are:**

[Respectful Work and Learning Environment Policy](#)  
[Sexual Violence Policy](#)  
[Disclosures and Complaints Procedure](#)  
[Disruption of all Forms of Racism Policy](#)

Please distribute this memo to your staff that interact with learners. For questions contact either myself, Dr. Jacobsohn (Associate Dean, Professionalism) or Dr. Porhownik (Assistant Dean Professionalism)