Council of Presidents of Medical Colleges

POSITION STATEMENT   **February 2019**

ANTI-DISCRIMINATION, HARASSMENT AND BULLYING

The Council of Presidents of Medical Colleges is the peak representative body for all of Australia's specialist Medical Colleges.

This statement is in relation to bullying, discrimination and sexual harassment.

Bullying is unreasonable and inappropriate behaviour that creates a risk to health and safety. The behaviour is repetitive and seeks to intimidate, offend, degrade, insult or humiliate a person.

Harassment is unwanted, unwelcome or uninvited behaviour that can be racial, sexual, or related to a disability. It also includes the victimisation of an individual who has made a complaint.

All doctors have a right to train and practice in a safe workplace free from bullying and harassment. Unfortunately, CPMC notes that workplace bullying is an unfortunate common occurrence in Australian health care and hospital settings. It contributes to poor employee health and can diminish staff performance, resulting in reduced quality of patient care and potentially adverse impacts on ensuring patient safety.

All specialist Medical Colleges are committed to eliminating workplace bullying and harassment in the Australian hospital and healthcare settings.

Each specialist Medical College has its own individual policy which outlines the steps that will be taken to prevent bullying and harassment. CPMC supports a tiered response strategy aimed at early intervention and resolution along with timely, clear and confidential grievance, investigation and disciplinary procedures. CPMC supports the protection of any person who reports bullying.

CPMC is working to establish a multi-organisational stakeholder group to work up ways to better prevent bullying and harassment in Australian hospitals through building a positive culture, and will report regularly on the outcomes through CPMC and publicly on the CPMC website.

Approved for release by the Board 28 February 2019

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