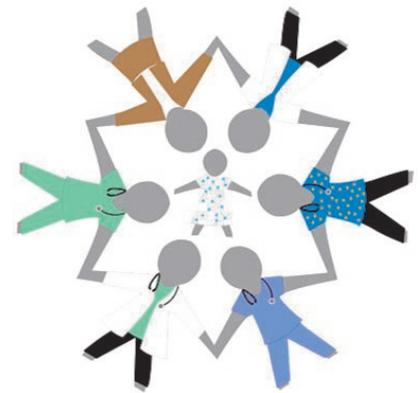




## Professionalism in the Faculty of Health Sciences

The Faculty of Health Sciences (FHS) is committed to ensuring an environment where students, faculty and staff of all FHS schools and educational programs can learn and work in an inclusive environment that fosters respect, diversity and collaboration. The Advisor and the Faculty Lead are mandated to address issues including harassment, intimidation, conflict and discrimination based predominantly on the University's Policies and Procedures on Sexual Harassment, Anti-Discrimination Policy, Policy on Violence in the Workplace, and McMaster's Policy on Accessibility. Assistance can also be provided on issues related to compliance with the Ontario Human Rights Code and the Accessibility of Ontarians with Disabilities Act. We can also offer guidance with respect to issues pertaining to relevant and related regulated health professional guidelines and obligations, and interface with departmental level policies and initiatives as required.



### Consultation Process

Under our policies, students, staff, faculty, administrators, visitors and members of the University community may initiate complaints within 12 months of an alleged incident. The Advisor on Professionalism and the Lead have expertise and applied knowledge in the areas of human rights, discrimination and harassment, conflict, bullying and regulatory frameworks particularly as they relate to complex issues in the academic and clinical settings. Our Office maintains a duty of fairness to all parties to a dispute. Confidentiality is maintained at all times, unless of course there is a threat to your immediate safety or that of others on campus or in the community where we are required to take action.

During the consultation, you will have the opportunity to confidentially discuss your concerns. You will be provided with guidance, support, access to resources and policies. You will also be provided with options for resolution, including but not limited to, mediation under our policies. After an initial consultation, you may decide not to take further action, or you may wish to submit a complaint.

### FHS Contacts

Faculty of Health Sciences  
Advisor, Professionalism  
Robin Edwards,  
fhsprof@mcmaster.ca

Faculty of Health Sciences  
Faculty Lead,  
Professionalism  
Dr. Anne Niec,  
fhsprof@mcmaster.ca

### University Contacts

McMaster University,  
Human Rights & Equity  
Services  
hres@mcmaster.ca  
905-525-9140 ext. 27581  
www.hres.mcmaster.ca

Ombuds Office  
ombuds@mcmaster.ca  
905-525-9140 ext. 27581

### Related McMaster Policies

Anti-Discrimination Policy

Accessibility Policy

Sexual Harassment Policy

Violence in the Workplace

McMaster Student Code of  
Conduct

# Professionalism in the Faculty of Health Sciences

## FHS Contacts

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of Conduct

## Complaints Process

During a consultation, you may decide to proceed with a complaint. If you initiate a complaint, you will be offered the option of a formal or informal process. The Advisor/Lead will outline each of these resolution processes and the possible outcomes for resolution.

## Mediation

The Advisor and the Faculty Lead have a sound understanding of the clinical environment and linkages to our clinical partners. Informal, voluntary remedial conflict resolution process is a priority objective.



If you wish to speak with the Advisor, initiate a complaint, or arrange for an educational session, email [fhsprof@mcmaster.ca](mailto:fhsprof@mcmaster.ca)

For more information on Professionalism in the Faculty of Health Sciences, visit our website at [www.fhs.mcmaster.ca/pcbe](http://www.fhs.mcmaster.ca/pcbe)

## Education

The Advisor and Faculty Lead are available as a resource to faculty leadership. While their primary mandate is in complaints resolution, they work extensively with faculty leadership consulting on matters pertaining to professionalism and disruptive behavior in the academic clinical context. Presentations and workshops can be customized to suit the needs of your area. Specific topics include but are not limited to;

- Professional Behaviour in the FHS; Policies and Procedures
- Disruptive Behaviour
- Bullying
- Boundaries
- Jurisdiction and Disclosure; University, Employment and Regulatory Conflicts
- Code of Conduct
- Positive Communication and Conflict Resolution