



# CREATING PSYCHOLOGICALLY & CULTURALLY SAFE LEARNING ENVIRONMENTS

## Living our Professional Values: Essentials for Faculty Development Guide

The Faculty of Medicine (FOM) is committed to providing all its members (learners, staff, and faculty) with psychologically and culturally safe learning and work environments that demonstrate and support the Faculty’s Professional Values. A psychologically safe environment is one where all members feel comfortable asking questions, taking risks, making mistakes, and asking for help; they feel respected, and that their efforts and skills are valued (Edmonson, 1999). The FOM expects behaviour from all its members that supports these values – mutual respect, civility, integrity, courtesy, humility, supporting one another’s wellbeing, and actively contributing to equitable, diverse and inclusive settings.

What can you do to help? Please review and reflect on the following list of “Dos” and “Do Nots”. They are not exhaustive. Please add your own and share and discuss with colleagues.

DOs	DO NOTs
<ul style="list-style-type: none"> <li>▪ <i>Be a role model</i></li> <li>▪ Act with courtesy, respect, and professionalism</li> <li>▪ Demonstrate insight into your behaviour and seek to improve when not meeting standards of behaviour.</li> <li>▪ Maintain an acceptable standard of appearance and hygiene</li> <li>▪ Work collaboratively</li> <li>▪ Encourage critical thinking and participation.</li> <li>▪ Be available and approachable</li> <li>▪ Recognize and observe boundaries</li> <li>▪ Communicate effectively in response to others’ needs for information and answers</li> <li>▪ Respond promptly to all communications</li> </ul>	<ul style="list-style-type: none"> <li>▪ <i>Create a hostile environment</i></li> <li>▪ Use intemperate language</li> <li>▪ Make inappropriate remarks or jokes</li> <li>▪ Circulate inappropriate pictures or written materials</li> <li>▪ Make disparaging public remarks about colleagues or learners</li> <li>▪ Resist others’ efforts to work collaboratively</li> <li>▪ Use ridicule or shame</li> <li>▪ Deny appropriate opportunities for learner-focused experience</li> <li>▪ Inconsistently respect learners’ boundaries</li> <li>▪ Practice favouritism</li> </ul>

<ul style="list-style-type: none"> <li>▪ Maintain work-life balance, health, and well-being</li> </ul>	
<p><b>DOs</b></p>	<p><b>DO NOTs</b></p>
<ul style="list-style-type: none"> <li>▪ <i>Adhere to the Ontario Human Rights Code and relevant CPSO and University policies and expectations.</i></li> <li>▪ Be sensitive to and accepting of social identities in patients, colleagues, and learners</li> <li>▪ Support culturally safe communication and relationships.</li> <li>▪ Be aware of the Truth and Reconciliation Commission’s calls to Action.</li> <li>▪ Display notices and symbols that convey inclusiveness.</li> <li>▪ Demonstrate allyship with those who face any type of intimidation, harassment, or discrimination in the workplace.</li> <li>▪ Make appropriate accommodations for learners and colleagues, with disabilities.</li> </ul>	<ul style="list-style-type: none"> <li>▪ <i>Use intimidation or abuse power</i></li> <li>▪ Discriminate or display micro or macroaggressions.</li> <li>▪ Engage in any form of sexual harassment or sexual violence</li> <li>▪ Engage in harassing behaviour</li> <li>▪ Use verbal and physical intimidation</li> <li>▪ Inhibit and/or coerce others in order to prevent them from exercising their rights or desire to report improper conduct, (e.g., by threats of reprisal</li> <li>▪ Inhibit others from carrying out their appropriate duties</li> <li>▪ Engage in acts of retribution</li> <li>▪ Assign inappropriate duties to influence behaviour or as a punishment</li> </ul>
<p><b>DOs</b></p>	<p><b>DO NOTs</b></p>
<ul style="list-style-type: none"> <li>▪ <i>Recognize when professional values are relevant outside the workplace:</i></li> <li>▪ Recognize that your conduct beyond work and educational settings and after hours should also reflect the Faculty’s Professional Values</li> <li>▪ Use the internet, social media, and other electronic communication in a professional manner</li> <li>▪ Recognize, disclose, and manage Conflicts of Interest.</li> </ul>	<ul style="list-style-type: none"> <li>▪ <i>Consistently fail to meet professional obligations to learners, colleagues, and staff</i></li> <li>▪ Be unavailable for scheduled obligations, including teaching, supervision, assessments</li> <li>▪ Be chronically late and unprepared</li> <li>▪ Not fulfill academic supervisory obligations</li> </ul>