

Australasian College of Dermatologists
Bullying Discrimination Harassment and Sexual Harassment:
Summary Report and Action Plan
December 2016

1. Introduction

In September 2015, under the initiative of the College President, Associate Professor Dr Chris Baker, College began a process to research the prevalence of Bullying, Harassment and Discrimination amongst the profession. Whilst Bullying and Harassment had not been identified as a key area of concern for the College, anecdotal evidence and experiences of other Colleges, raised the matter to a point where exploration of the issues were required. A Presidential Task Force was established to manage the process and steps were taken to develop and implement, in the first instance, a survey of all members. The Task Force comprised: Associate Professor Chris Baker (Chair), Dr Andrew Satchell, Dr Adrian Lim, Dr Adriene Lee, Dr Emma Mooney (Trainee Representative) and Mr Tim Wills. This report outlines the key findings of this survey and the action plan college will be implementing.

2. Summary of Survey results

The purpose of this survey was to ascertain the prevalence of Discrimination, Bullying, Sexual Harassment, or Harassment amongst Dermatologists. The tool of 33 questions was developed from existing surveys as well as questions developed by the College.

Electronic surveys were sent to 652 active Fellows, trainees and IMG candidates via email. Fellows were also made aware of the survey via the weekly newsletter and reminder emails and newsletter postings occurred several times during the data collection period. Of the 251 who opened the survey, 216 took part in completing the survey, giving a response rate of 38%.

2.1 Demographics

Basic demographics of the survey respondents are as follows:

- Gender
 - Female (51.6%),
 - Male (48%) and
 - Other (0.4%).
- Age:
 - aged < 30 years (3.6%)
 - aged between 31-40 years (24.3%)
 - aged between 41-50 years (25.2%)
 - aged between 51-60 years (27.9%)
 - aged between 61-70 years (13.6%)
 - >70 years (5.4%)
- Category
 - Fellows >10 years Post FACD (56.3%),
 - Fellow <10 years post FACD (27.0%),
 - Trainees (15.8%), and
 - IMGs (0.9%).

2.2 Prevalence of behaviour

The following section presents a summary of the data in the following order:

- The prevalence of the behaviour
- When it occurred (recency)
- Who was subjected to the behaviour
- Who was the person carrying out the behaviour

76 respondents (35.2%) stated that they had been subjected to Bullying, Discrimination, Harassment or Sexual Harassment. Table 1 provides a summary of these instances. It is clear from these statistics that some individuals reported experiencing more than one of these behaviours. There was also evidence that these behaviours occurred more than once.

Table 1: Prevalence of Behaviour

Type of Behaviour	Number	Percentage	One off event	Occurred 2 or 3 times	Occurred >3 times
Bullying in the workplace	54	25.0%	7.8%	17.7%	74.5%
Discrimination in the workplace	32	14.8%	20.7%	24.1%	55.2%
Harassment in the workplace	22	10.2%	15%	10%	75%
Sexual Harassment in the workplace	21	9.7%	35%	35%	30%
Total instances	129				

Participants were asked to identify when the events occurred. This data helps to identify the recency of the various behaviours. Tables 2 to 5 provide this information. While 47% of instances occurred more than 5 years ago, 27% have also occurred in the last 12 months.

Table 2: Recency of Bullying

	Bullying in the workplace				
	<6 months	6-12 months	1-2 years	2-5 years	5+ years
Trainee	5	3	2	2	0
Fellow <10	2	1	3	4	5
Fellow > 10	2	1	0	5	15
Total	9	5	5	11	20
Percent	18%	10%	10%	22%	40%

Table 3: Recency of Discrimination

	Discrimination in the workplace				
	<6 months	6-12 months	1-2 years	2-5 years	5+ years
Trainee	2	4	0	0	0
Fellow <10	1	1	2	2	4
Fellow > 10	0	1	0	0	11
Total	3	6	2	2	15
Percent	10.7%	21.5%	7.1%	7.1%	53.6%

Table 4: Recency of Harassment

	Harassment in the workplace				
	<6 months	6-12 months	1-2 years	2-5 years	5+ years
Trainee	3	1	0	1	0
Fellow <10	1	0	0	2	3
Fellow > 10	1	0	0	3	7
Total	5	1	0	6	10
Percent	22.7%	4.5%	0%	27.3%	45.5%

Table 5: Recency of Sexual Harassment

	Harassment in the workplace				
	<6 months	6-12 months	1-2 years	2-5 years	5+ years
Trainee	0	0	0	0	0
Fellow <10	1	0	2	1	3
Fellow > 10	1	0	0	1	6
Total	2	0	2	2	9
Percent	13.3%	0%	13.3%	13.3%	60.1%

Further to identifying the recency of the event, key behaviours were identified for three of the categories. Table 6 below identifies these.

Table 6: Behaviour Experienced

	Bullying	Discrimination	Sexual Harassment
Most common behaviour	'Being Bullied' (26%)	Cultural or racial discrimination (28%)	Aggression or physical abuse (33%)
2nd most common	Humiliation (24%)	Pregnancy or maternity bias (20%)	Sexual innuendo/propositioning (33%)

In relation to gender and the behaviour experienced, figures from the survey (Table 7) show that females reported the highest incidences of experiencing one or more of the four behaviours (70.8%). Most events also occurred as a trainee with (85%) reporting that they experienced one of these behaviours as a trainee.

Where gender based discrimination occurred, the most prominent behaviour type of action was hurtful and humiliating comments were made about or towards me with 15/23 respondents identifying with this statement, followed by 13/23 respondents stating that they were assigned meaningless tasks unrelated to their role and being denied training opportunities (11/23)

Where gender based sexual harassment occurred, the most prominent behaviour type of action was Inappropriate Physical Contact with 10/16 respondents identifying with this statement, followed by 8/16 respondents stating that they were exposed to sexually explicit jokes and unwelcome sexual flirtations (6/16).

It should be noted that there were a total 93 personal stories/case studies volunteered by the participants in the free text of the survey.

Table 7: Gender, role and Behaviour Experienced

	Occurred only as Trainee		Occurred only as Fellow		Occurred Trainee and fellow		Total
	Female	Male	Female	Male	Female	Male	
Bullying	22	14	8	2	1	2	49
Discrimination	18	5	0	1	2	2	28
Harassment	9	4	3	2	1	1	20
Sexual Harassment	14	0	1	0	1	0	16
Total	63	23	12	5	5	5	113
Percent	73.2%	26.8%	70.5%	29.5%	50%	50%	

In relation to the role of the person who displayed the behaviour against an individual, Table 8 provides this information. In all cases males were identified as the main gender displaying this behaviour (93.3% in discrimination, 80% in bullying, 95% in sexual harassment and 72.7% in harassment).

Table 8: Perpetrator of behaviour

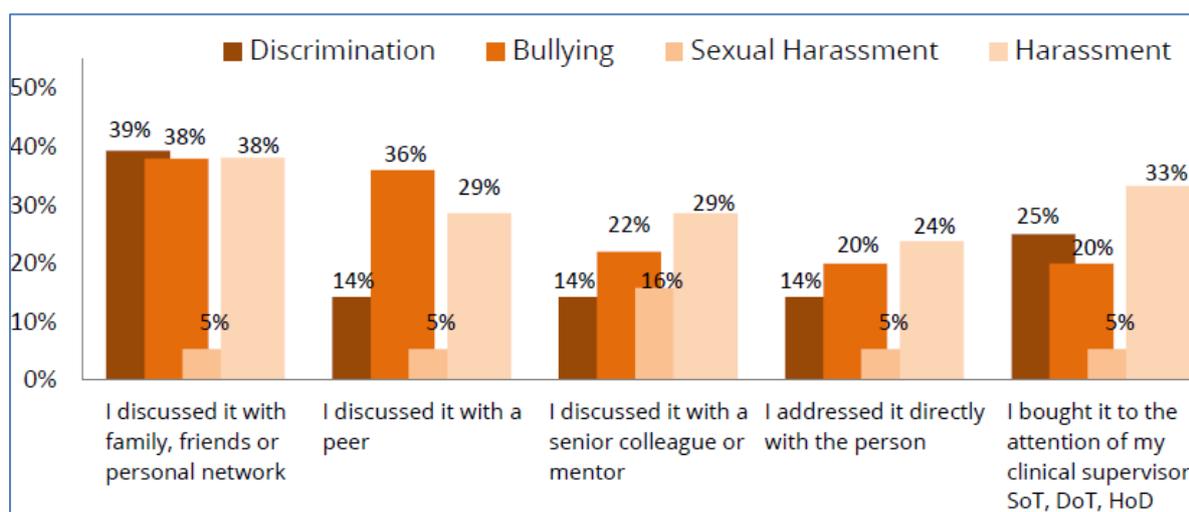
	Bullying		Discrimination		Harassment		Sexual Harassment	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Department Head	23	29.5%	19	32.2%	10	30.3%	3	20%
Director of Training	3	3.8%	4	6.8%	2	6.1%	0	0%
Supervisor of Training	5	6.4%	4	6.8%	2	6.1%	2	13.3%
Clinical Supervisor	11	14.1%	9	15.3%	8	24.2%	4	26.7%
Trainee	7	9.0%	3	5.1%	1	3.0%	1	6.7%
Nursing Staff	6	7.7%	3	5.1%	1	3.0%	0	0%
Hospital/Practice Admin Staff	10	12.8%	7	11.8%	2	6.1%	0	0%
ACD staff	2	2.6%	2	3.4%	1	3.0%	0	0%
Other	11	14.1%	8	13.5%	6	18.2%	5	33.3%
TOTAL	78	100%	59	100%	33	100%	15	100%

2.3 Action taken

Participants were asked if they sought to address/take action on the behaviour experienced (at the time). 68.4% of respondents who experienced Sexual Harassment did not seek to address the behaviour at the time. This was followed by Discrimination (57.1%), Harassment (48%) and Bullying (40%).

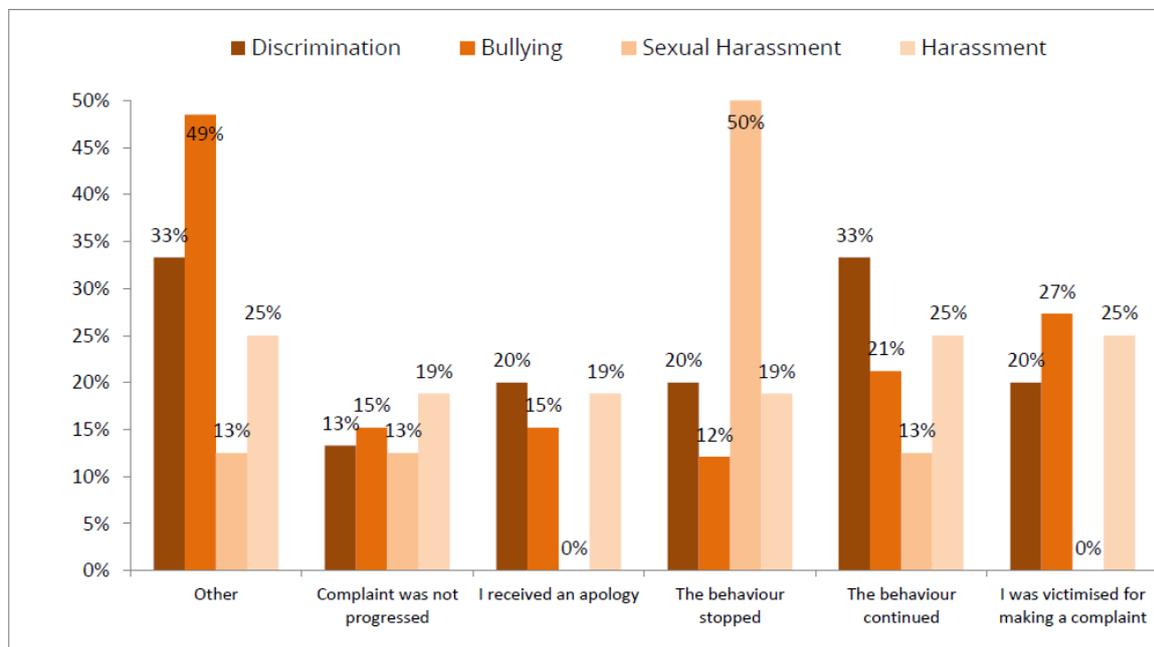
For the respondents who did seek to address the behaviour a list of 12 options were provided and respondents could tick as many as applied to them. The 5 options, with most commonality between the behaviours are illustrated in graph 1 below.

Graph 1: Action taken to address the behaviour



Respondents were asked “What was the result of the action/s you took?” The 5 options that demonstrate the highest frequency for each behaviour are illustrated in graph 2 below. The ‘Behaviour Stopped’ ranked the highest at 50% for Sexual Harassment cases.

Graph 2: Result of actions taken



46.4% of respondents stated that they felt that reporting discrimination, bullying or sexual harassment from those they worked with would have negative ramifications for them. However, this varied across demographic groups (77.4% for trainees and 31.3% for fellows > 10 years and 60.8% of females compared to 27.3% of males).

Participants were also asked to identify any potential barriers in their decision about whether to take action or not. The stand-out barrier is the effect on future career options, ranking highest across all four behaviours, followed by the potential for victimisation, loss of reputation to self and the stress associated with filing a complaint and enduring the investigation (graph 3).

Graph 3: Potential barriers to career options

Question asked on the survey and Q#	Discrimination (denominator=27)	Bullying (denominator=49)	Sexual Harassment (denominator=16)	Harassment (denominator=19)
<i>The barrier to me taking action to address this behaviour was ...</i>				
... Effect on future career options	85.2% (23)	73.5% (36)	56.3% (9)	63.2% (12)
... Potential for victimisation	63.0% (17)	55.1% (27)	43.8% (7)	42.1% (8)
... Loss of reputation for self.	40.7% (11)	46.9% (23)	37.5% (6)	57.9% (11)
... The stress associated with filing a complaint and enduring an investigation	51.9% (14)	51.0% (25)	43.8% (7)	57.9% (11)

Participants were asked whether the behaviour had been resolved to their satisfaction. Table 9 outlines these results.

Table 9: Resolution of Behaviour

Has this behaviour been resolved to your satisfaction?	Yes	Not Sure	No
Bullying in the workplace	10.5	28.9	60.5
Discrimination in the workplace	14.3	28.6	57.1
Harassment in the workplace	25.0	15.0	60.0
Sexual Harassment in the workplace	50.0	25.0	25.0

2.4 Training and knowledge

In the last 5 years 33.3% of respondents indicated that they had attended training on how to deal with discrimination, bullying and sexual harassment (from individuals) in their current workplace. Training had predominantly occurred at the respondent's hospital/health service (28.2%).

64.2% felt that they were equipped with the skills to effectively respond to discrimination, bullying or sexual harassment if they were the subject of the behaviour, and 58.5% if others were the subject of the behaviour.

Respondents felt that resources to support more effective complaint and resolution procedures in the workplace are required to assist in the prevention of discrimination, bullying and sexual harassment in my current workplace (58.3). This was followed by better support mechanisms (48.3%), further training (47.3%) and greater leadership (45.6%).

3. Key take out Messages

With 35% of participants experiencing some form of bullying, discrimination or harassment, and 27% of these events occurring in the last 12 months, College is committed to working with Fellows to address issues of bullying, discrimination and harassment.

The results highlight several themes:

- Discrimination, harassment and sexual harassment should not be ignored as issues to be addressed
- Females are more likely to be subject to experience bullying and harassment behaviour
- Men are more likely to display the bullying and harassment behaviour
- Bullying in the workplace is the most commonly reported behaviour
- Bullying and harassment behaviour has decreased over the past 5 years, but it is still occurring
- Most events occurred when the individual was a trainee
- Family, friends and personal network are the most common used group to discuss the matter
- While less respondents were likely to seek to address sexual harassment, when it was addressed it had the highest rate of the behaviour stopping
- There is limited training being undertaken to educate individuals about bullying and harassment

4. ACD Action Plan – A Way Forward

College is committed to working with Fellows to address issues of bullying, discrimination and/or harassment. The action plan recommended by the Presidential Task Force below outlines the key themes to be addressed and their related goals, actions and outcomes.

Theme 1: Establish a healthy culture

Goal	Action
That College communicates its action plan and relevant policies to all members	<ul style="list-style-type: none"> Establish ongoing committee to consider professional standards in this area Review of College code of conduct to include principles of anti- bullying, discrimination and harassment Include information
Develop working relationships built on trust and inclusion with relevant stakeholders	<ul style="list-style-type: none"> Engage stakeholders in policy development Engage stakeholders in College activities
Develop a culture of challenging behaviours that are inappropriate	<ul style="list-style-type: none"> Calling out bad behaviour – training for all Officers and leaders Establish expected behaviours of fellows Develop a planned approach to sanctions for behavioural breaches
Encourage a culture of respect and reflection	<ul style="list-style-type: none"> Ensure history of College is recognised and respected and used as a way forward

Theme 2: Brave leadership

Goal	Action
Communicate College stance on bullying and harassment	<ul style="list-style-type: none"> Acknowledgement that it has occurred within College and regret that it has occurred. Launch of bullying and harassment action plan Website contains relevant material
Provide leadership in calling out behaviours	<ul style="list-style-type: none"> Establish reporting systems on inappropriate behaviour as reported Sanctions to include removal of fellows from supervisor roles if not remediating
College defines ‘actionable behaviours’ and a graded response system including dismissal from College	<ul style="list-style-type: none"> All fellows and trainees are provided with opportunity to complete relevant training Any proven incidences in 2017 are referred to Professional Standards committee for review and action Graded responses to ‘actionable behaviour’ published
Develop policies that reflect inclusion, diversity and equity	<ul style="list-style-type: none"> Ensure policies recognise the rights and needs of women, IMGs and other groups Increase transparency, independent scrutiny and external accountability of College policies

Theme 3: Educate, Learn and Act

Goal	Action
That Fellows undertake relevant training on bullying and harassment	<ul style="list-style-type: none"> As part of CPD requirement all fellows to complete online module and relevant training
That Trainees undertake relevant training on bullying and harassment	<ul style="list-style-type: none"> As part of Training Program requirement all trainees to complete online module and relevant training Professional skills component of curriculum reflects B&H
That all supervisors complete relevant supervisor training	<ul style="list-style-type: none"> All supervisors complete relevant training module within 6 months of becoming a supervisor
That fellows requiring remedial work are provided with education program	<ul style="list-style-type: none"> Remedial program established and mentor established as part of graded response, if deemed appropriate

Theme 4: Manage complaints

Goal	Action
That the College engages with relevant groups in developing policies and processes	<ul style="list-style-type: none"> That College engages with Fellows, Trainees and Consumers in developing appropriate policies and process That the policy and process is benchmarked against other relevant colleges College role of College Code of Conduct in relation to policy
That college complaints policy is visible	<ul style="list-style-type: none"> That the policy and process is available on the College public and private website That all allegations are dealt with according to time frames of policy That College establishes a complaints register and reports annually to the AGM and in its Annual Report

Theme 5: Support and Follow-up

Goal	Action
That fellows, trainees and other College members are supported throughout any process	<ul style="list-style-type: none"> Access to an Employment Assistance Programs Access to Human Resources services as required That any person accused of B&H is treated with fairness and equity throughout the process
That anyone who reports bad behaviour is safe and protected from victimisation	<ul style="list-style-type: none"> Code of Conduct reviewed to include relevant section on protection and anonymity Develop Whistleblower Policy Policy reflects breaches of privacy and anonymity
That proven and alleged rates of bullying and harassment decrease by at least 20% each year	<ul style="list-style-type: none"> College will conduct regular surveys (initially every 2 years) that builds on existing data and compares these results longitudinally College will establish system to record any cases of bullying and harassment submitted and monitor these over time

	<ul style="list-style-type: none"> • Reported survey results to members in the annual report • Collaborate with work sites to ensure any cases are being acted upon
Graded response for measurable change in 3 months	<ul style="list-style-type: none"> • Education programs and support programs for those guilty of inappropriate behaviour • Mentors appointed to individual program established • Follow-up programs within 3 and 6 months of event

Order of events/action

Action
Statement of acknowledgment and regret to members and trainees by President and Board
Release of Action plan (members website)
Develop Actionable behaviours and clear response levels <ul style="list-style-type: none"> - Development of professional standards committee - Engage stakeholders
Review Code of Conduct
Develop/review policies and procedures for complaints, grievances and appeals
Update Website
Develop training packages <ul style="list-style-type: none"> - Online package - Supervisor workshop - Mentoring package
Develop reporting systems
Update curriculum in training program