



FACULTY OF | UNIVERSITY OF
MEDICINE | CALGARY

December 8, 2008

Office of the Dean

Thomas E. Feasby, MD

7th Floor TRW Building
3280 Hospital Drive NW
Calgary, AB, Canada T2N 4Z6

T 403.220.6842

F 403.270.1828

W www.med.ucalgary.ca

E feasby@ucalgary.ca

Dear Colleagues,

RE: Dignity and Respect in the Workplace

Respect and professionalism are hallmarks of successful organizations. Conversely, harassment, bullying, and intimidation adversely affect working and interpersonal relationships, and may contribute to sick days, reduced productivity, and resignations.

Recent reports of face-to-face conflicts, acrimonious emails, and belittling telephone calls within the workplace have been brought to the attention of the Office of Equity and Teacher-Learner Relations. Frustration and misunderstanding often stimulate such communications. However, not uncommonly, such interactions occur in situations where there is a power differential, and are directed at those in positions of subordination.

Respect for every person is the value central to all encounters with learners, staff, teachers and patients.¹

No one in our Faculty should mistreat or endure mistreatment while engaged in their work or studies. Moreover, each of us is also responsible for the reasonable perceptions of our own behaviour. Be aware that, because we are a multi-faceted and diverse Faculty, respect may mean different things to different people. Not everyone shares your attitudes and comfort levels – not everyone can accept or tolerate the same level of mistreatment, disrespect, and abuse that we are all capable of dispensing. We encourage a renewed commitment to the highest level of professionalism in all interactions with patients, peers, supervisors, staff and other disciplines.

Over the next few weeks the Office of Equity and Teacher-Learner Relations will be sending out information that addresses a number of related issues. Please ensure that you read and become familiar with these messages.

...../2

¹ Professional Standards for Faculty Members and Learners in the Faculty of Medicine at the University of Calgary, 2008, page 1.

The messages will also be archived on the Equity and Teacher-Learner Relations web-site:
http://medicine.ucalgary.ca/equity_teacher-learner.

Yours sincerely,

Thomas E Feasby, MD
Dean, Faculty of Medicine
University of Calgary

Janet de Groot, MD
Associate Dean
Equity & Teacher-Learner Relations

Contact: Office of Equity and Teacher-Learner Relations
Telephone: 403.210-6424
Email: etlr@ucalgary.ca