

# Process after Learner Experience receives a of Discrimination, Mistreatment, Harassment or other Unprofessional Behaviours

## STEP 1 Disclosure

Reporter meets confidentially with the Associate Dean, Learner Experience (AD LE) or designate (If LE is in conflict, the Dean will determine an appropriate designate) This meeting will include:

- Detailed recording of the event
- Discussion of the Reporter's decision to remain anonymous or not
- LE detailing of next steps
- Referrals for personal counselling and support as needed

\*NOTE: Follow up meetings are only possible for non anonymous reports

## STEP 2 Strategies

Confidential mediation meeting between concerned parties.

AD LE begins formal investigation or referral to Western University, University of Windsor or Medical Affairs as appropriate.

Professionalism concerns are consulted with appropriate academic leader (i.e.. UME, Dentistry, PGME).

## STEP 3 Documentation

Report written and provided to agreed upon parties as necessary.

Report generated and directed to leadership of appropriate areas including the Dean's Office, Vice and Associate Deans and Clinical Leadership as appropriate.

## STEP 4 Feedback

**Feedback to the Reporter:** Privacy and confidentiality is of utmost importance in these processes. When possible LE will close the loop and discuss with the reporter the outcome.

**NOTE:** During this process it may be determined that referral to Western University (ex. Equity & Human Rights Services or Student Experience etc.) may be required by University Policy or Law. This referral will be confidential and the reporter will be notified.

### Contact Information Learner Experience

London: 519.661.4234 | [equity.wellness@schulich.uwo.ca](mailto:equity.wellness@schulich.uwo.ca)  
Windsor: 519.253.3000 x4302 | [equitywellness@uwindsor.ca](mailto:equitywellness@uwindsor.ca)  
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Undergraduate Medical Education: 519.661.2076  
Postgraduate Medical Education 519.661.2019  
Western's Equity & Human Rights Services: 519.661.3334