

PG SAQs – Medico-legal series

	Bullying, discrimination + harassment		
Bullying	<i>Repeated unreasonable behaviour directed towards a person or group that creates a risk to health and safety</i>	<ul style="list-style-type: none"> • Repeated • Unreasonable • Risk to health / safety 	<ul style="list-style-type: none"> • Belittling, degrading or humiliating comments (direct) • Assigning meaningless tasks unrelated to the job (indirect)
Discrimination	<i>Behaviour resulting in unfair or unfavourable treatment relating to a person's personal characteristics or beliefs</i>	<ul style="list-style-type: none"> • Unfair / unfavourable treatment • Based on personal characteristics 	Personal characteristics include sex, gender, sexual orientation, race etc.
Harassment	<i>Any type of unwanted behaviour that offends, humiliates or intimidates a person and targets them on the basis of personal characteristics or beliefs</i>	<ul style="list-style-type: none"> • May be single episode • Unwelcome • Offends, humiliates, intimidates • Based on personal characteristics 	As above
Sexual harassment	<i>Overt sexual conduct or as above of sexual nature</i>	<ul style="list-style-type: none"> • Unwelcome sexual behaviour • Offends, humiliates, intimidates 	<ul style="list-style-type: none"> • Sexual blackmail (obviously) • Verbal jokes of sexual nature
Management	<p>Prevention / protection</p> <ul style="list-style-type: none"> • Knowledge of professional documents • Department support – colleague, welfare officer, SOT • College support – Director of Professional Affairs, link in with colleague, counselling, legal support • Extra-college support – AMA, ASA, DHAS, personal GP <p>Remediation</p> <ul style="list-style-type: none"> • Support complainant, protect perpetrator • Reporting hierarchy <ul style="list-style-type: none"> - Trusted colleague - Welfare advocate - SOT - HOD - HR - ANZCA - AHPRA 		