

Scenario

A junior resident is asked to remove a femoral artery line prior to a patient leaving the ICU. As she is holding pressure, the patient begins to make comments about her appearance, her dating life, and hospital romances he's seen on medical TV shows.

The resident grows increasingly uncomfortable but is only 2 minutes into compression and no one else is in the room

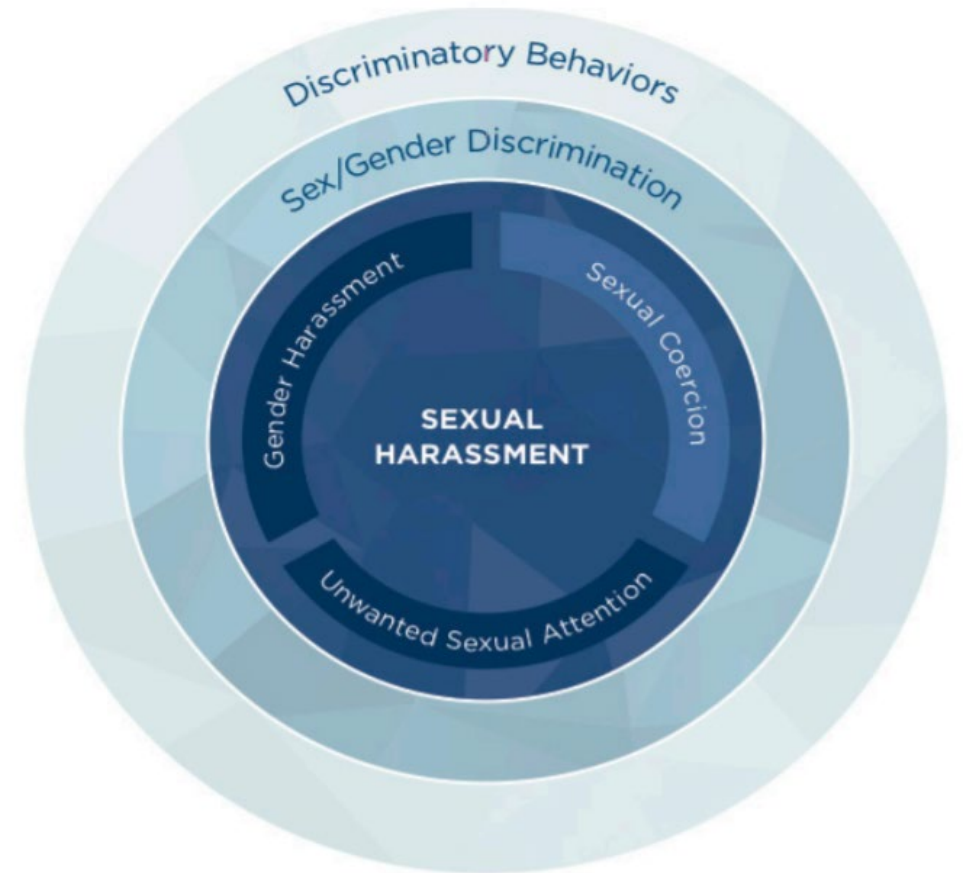
Sexual Harassment

Definitions

Gender harassment: sexist hostility and crude behavior

Unwanted Sexual Attention: unwelcome verbal or physical sexual advances

Sexual Coercion: when favorable professional or educational treatment is conditioned on sexual activity



show her
it's a man's world



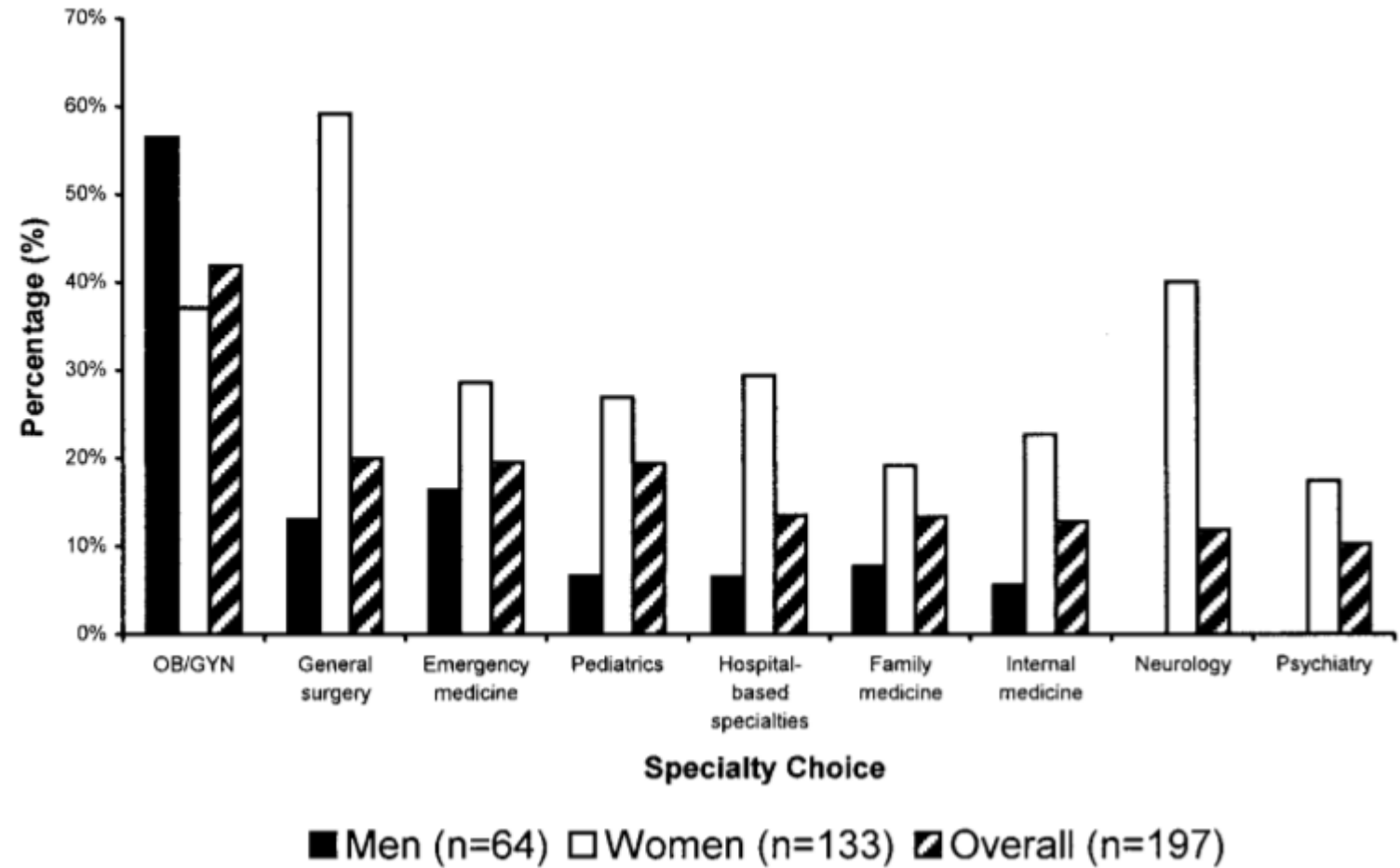
Van Heusen
REG. U.S. PAT. & TM. OFF.

man's world

ties

For men only! . . . brand new man-talking, power-packed patterns that tell her it's a man's world . . . and make her so happy it is. And man! . . . how that Van Heusen seamanship makes the fine fabrics hold their shape. And for Christmas . . . here's the Christmas tie that is *really* different. **\$2.00**

Other Van Heusen ties from \$1.00 to \$2.50
Phillips-Jones Corp., N. Y. 1, N. Y., Makers of Van Heusen Shirts • Sport Shirts • Ties • Pajamas • Handkerchiefs • Collars.



Stratton, Terry, McLaughlin, Margaret, Witte, Florence, Fosson, Sue, Nora, Lois, Margaret MD, JD. Does Students' Exposure to Gender Discrimination and Sexual Harassment in Medical School Affect Specialty Choice and Residency Program Selection? *Acad Med.* 2005;**80**(4):400-408.

Table 3. Sources of Discrimination, Harassment, and Abuse Reported in a Survey of U.S. Surgical Residents.*

Source of Mistreatment	Gender Discrimination			Racial Discrimination			Verbal or Emotional Abuse		
	All	Men	Women	All	Men	Women	All	Men	Women
	2366	442	1912	1227	671	547	2238	1257	968
Patient or patient's family	1032 (43.6)	87 (19.7)	940 (49.2)	581 (47.4)	257 (38.3)	320 (58.5)	181 (8.1)	108 (8.6)	73 (7.5)
Attendings	468 (19.8)	126 (28.5)	337 (17.6)	213 (17.4)	151 (22.5)	61 (11.2)	1173 (52.4)	652 (51.9)	512 (52.9)
Administration	16 (0.7)	10 (2.3)	6 (0.3)	20 (1.6)	13 (1.9)	7 (1.3)	25 (1.1)	14 (1.1)	11 (1.1)
Co-residents	179 (7.6)	56 (12.7)	121 (6.3)	101 (8.2)	59 (8.8)	41 (7.5)	451 (20.2)	232 (18.5)	217 (22.4)
Nurses or staff	503 (21.3)	50 (11.3)	452 (23.6)	131 (10.7)	73 (10.9)	56 (10.2)	177 (7.9)	102 (8.1)	73 (7.5)
Source not identified	169 (7.1)	113 (25.6)	56 (2.9)	181 (14.8)	118 (17.6)	62 (11.3)	231 (10.3)	149 (11.9)	82 (8.5)
	Physical Abuse			Sexual Harassment			Pregnancy or Childcare Discrimination		
	All	Men	Women	All	Men	Women	All	Men	Women
	166	108	57	761	172	583	532	144	383
Patient or patient's family	20 (12.0)	11 (10.2)	9 (15.8)	205 (26.9)	21 (12.2)	182 (31.2)	29 (5.5)	7 (4.9)	22 (5.7)
Attendings	36 (21.7)	19 (17.6)	17 (29.8)	207 (27.2)	26 (15.1)	180 (30.9)	196 (36.8)	27 (18.8)	168 (43.9)
Administration	10 (6.0)	8 (7.4)	2 (3.5)	9 (1.2)	6 (3.5)	3 (0.5)	35 (6.6)	8 (5.6)	26 (6.8)
Co-residents	17 (10.2)	11 (10.2)	6 (10.5)	111 (14.6)	20 (11.6)	90 (15.4)	120 (22.6)	30 (20.8)	90 (23.5)
Nurses or staff	10 (6.0)	6 (5.6)	3 (5.3)	108 (14.2)	39 (22.7)	68 (11.7)	23 (4.3)	7 (4.9)	15 (3.9)
Source not identified	73 (44.0)	53 (49.1)	20 (35.1)	121 (15.9)	60 (34.9)	60 (10.3)	129 (24.2)	65 (45.1)	62 (16.2)

* Data reflect responses from 7409 residents in 262 surgical residency programs. Residents were asked to report their gender. The total for each category of mistreatment is the number of residents reporting exposure to that mistreatment. Data from residents who did not report their gender are included in the total number reporting but are not included in values shown according to gender. Percentages may not total 100 because of rounding.

Table 1. Self-reported Experiences of Gender Bias, Advantage, and Sexual Harassment of K08 and K23 Career Development Awardees

	Reporting, No. (%) [95% CI]		Estimate Difference, % (95% CI)	
	Women (n = 493)	Men (n = 573)	Women vs Men	P Value ^a
Respondents who perceived gender-specific bias in the academic environment ^b	343 (69.6) [65.3-73.6]	125 (21.8) [18.5-25.4]	48.0 (42.7-53.3)	<.001
Respondents who reported they personally experienced gender bias in professional advancement ^c	327 (66.3) [62.0-70.5]	56 (9.8) [7.5-12.5]	57.0 (52.1-61.8)	<.001
Respondents who reported they personally experienced gender advantage in professional advancement ^d	129 (26.2) [22.3-30.3]	118 (20.6) [17.4-24.1]	5.6 (0.5-10.8)	.08
Respondents who reported they personally experienced harassment ^e	150 (30.4) [26.4-34.7]	24 (4.2) [2.7-6.2]	26.5 (22.1-30.9)	<.001

^a P value adjusting for specialty, race (majority vs minority), and years in faculty position.

^b This item asked, "Do you perceive any gender-specific biases or obstacles to the career success or satisfaction of faculty by gender in your work environment (ranging from 1 [no, never] to 5 [yes, frequently])?" Responses of 3, 4, and 5 were considered affirmative.

^c This item asked, "In your professional career, have you ever been left out of opportunities for professional advancement based on gender

(1, yes; 2, probably; 3, possibly; 4, probably not; 5, no)?" Responses of 1, 2, and 3 were considered affirmative.

^d This item asked, "In your professional career, have you had increased opportunities for professional advancement based on gender (1, yes; 2, probably; 3, possibly; 4, probably not; 5, no)?" Responses of 1, 2, and 3 were considered affirmative.

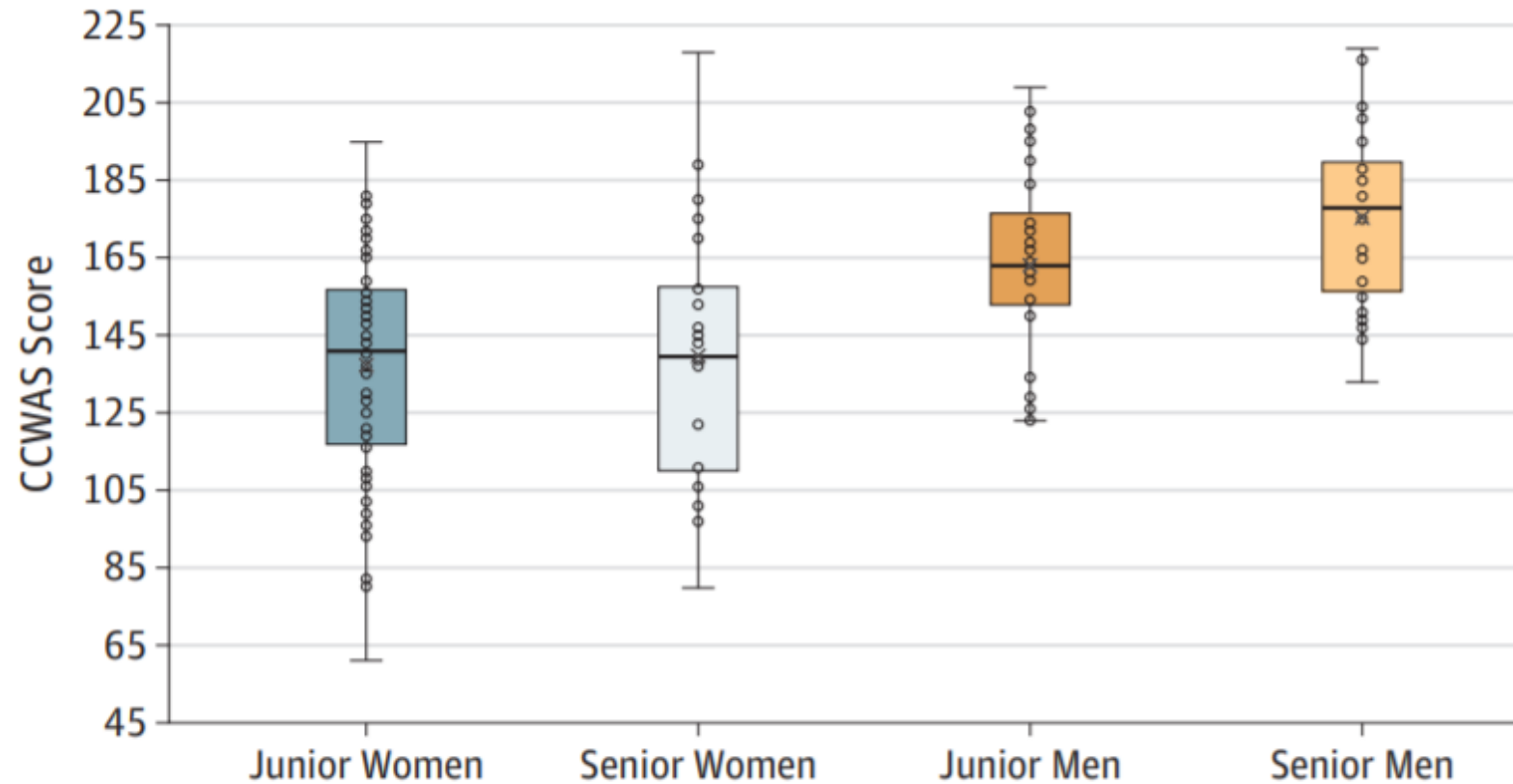
^e This item asked, "In your professional career, have you ever been subjected to sexual comments, attention, or harassment (yes or no)?" Responses of "yes" were considered affirmative.

Table 2. Severity Among Women With K08 and K23 Awards Who Reported Having Experienced Harassment (n = 150)

Experience	Respondents, No. (%) [95% CI] ^a
Sexist remarks or behavior	138 (92.0) [86.4-95.8]
Unwanted sexual advances	62 (41.3) [33.4-49.7]
Subtle bribery to engage in sexual behavior	9 (6.0) [2.8-11.1]
Threats to engage in sexual behavior	2 (1.3) [0.2-4.7]
Coercive advances	14 (9.3) [5.2-15.2]

^a Totals sum to more than 100% because respondents were asked to indicate all that applied.

Figure. Median Scores on the Culture Conducive to Women's Academic Success (CCWAS) by Respondents' Gender and Years in Practice



Unequal Burden

Source of Mistreatment	Gender Discrimination			Racial Discrimination		
	All	Men	Women	All	Men	Women
	2366	442	1912	1227	671	547
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Experiences of 314 LGBTQ General Surgery Residents



Northwestern Medicine[®]
Feinberg School of Medicine

More Likely to Experience Mistreatment



46.8% **Sexual Harassment**



58.9% **Discrimination**



75.2% **Bullying**

Attendings Are Most Common Source



34.1% of **Sexual Harassment**
35.1% of **Discrimination**
48.1% of **Bullying**

Just as likely to be satisfied with the decision to become a surgeon, but...



More likely to consider leaving program (21.1%)

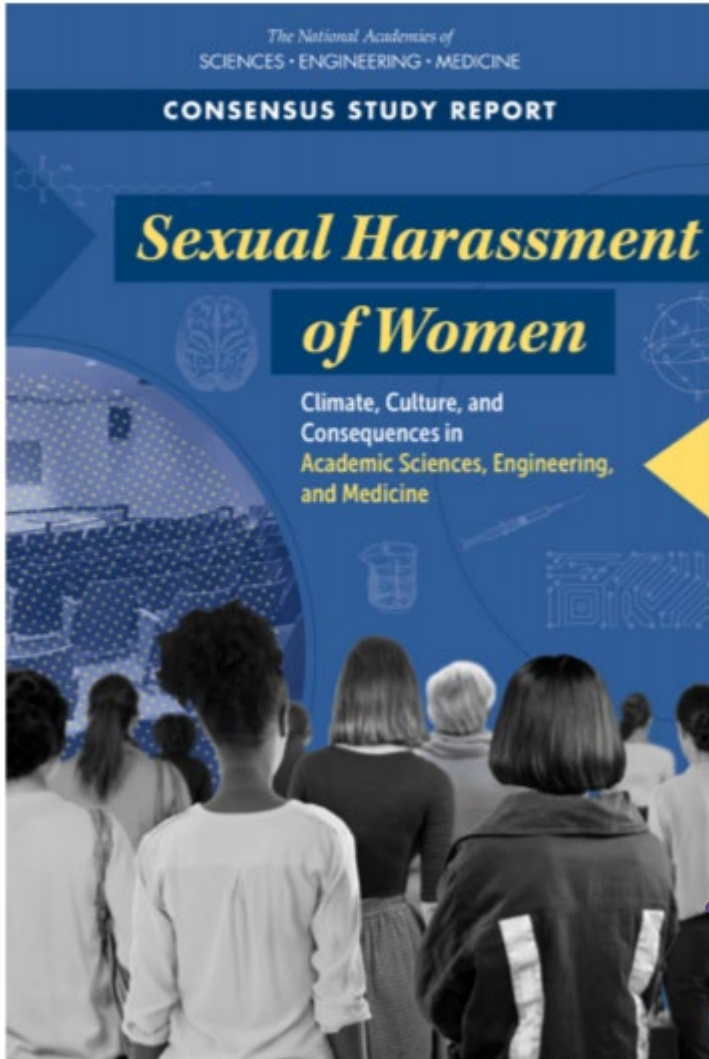
More likely to consider suicide (8.3%)



Heiderscheit, Schlick, Ellis, Cheung, Irizarry, Bilimoria, Hu
Thursday, Feb 6, 2020



#ASC2020



The cumulative effect of sexual harassment is a significant and costly loss of talent in academic science, engineering, and medicine, which has consequences for advancing the nation's economic and social well-being and its overall public health."

Potential Critiques



Questions regarding SECOND trial methodology

Incomplete understanding

Numerous and Conflicting Policies

Operationalizing



- Title IX Coordinator (503-494-0258 or titleix@ohsu.edu)
- <https://www.ohsu.edu/sites/default/files/2018-10/Sexual-Harassment-and-Discrimination-Response-and-Resource-Guide-for-Students.pdf>

Scenario

A junior resident is asked to remove a femoral artery line prior to a patient leaving the ICU. As she is holding pressure, the patient begins to make comments about her appearance, her dating life, and hospital romances he's seen on medical TV shows.

The resident grows increasingly uncomfortable but is only 2 minutes into compression and no one else is in the room

Discussion Points

- What should be the resident's priorities in this situation?
- What if she was being threatened with physical violence?
- What if she is the only provider qualified to give this care?
- Does she have a duty to report this incident?

Scenario

Every time a woman resident checks on an elderly male patient, his genitals are exposed, and the resident is unsure if this is intentional and how she should redirect him

Discussion Points

- What should be the resident's priorities in this situation?
- What if she was being threatened with physical violence?
- What if she is the only provider qualified to give this care?
- Does she have a duty to report this incident?

Scenario

A patient refuses to let a member of the treatment team perform a physical exam because “he is just too cute to see me like this”

Discussion Points

- Would you classify this interaction as sexual harassment?
- How should the resident respond? How should bystanders respond?
- What challenges may recipient who may be outside the ‘traditional’ man to woman sexual harassment paradigm face when addressing this?

Case Study

While in clinic a patients jokes with the attending that the resident is too pretty to be a doctor

Discussion Points

- How can the resident respond?
- How should the attending respond?
- What happens when you don't feel like you have the authority to remove yourself from a situation?
- How can the system help prevent this kind of behavior?

Survey

Please complete the following brief survey to assess your learning from today's session and provide feedback on your experience.

