

DISRUPTIVE BEHAVIOR

It is recognized that behaviors may exist which undermine a culture of safety. Disruptive conduct by a practitioner is behavior which adversely impacts on the quality of patient care, and includes verbal or physical abuse of colleagues, hospital personnel or patients, sexual harassment and threatening or intimidating behavior exhibited during interactions with colleagues, hospital personnel or patients. This conduct will not be tolerated. Any medical/AHP staff member, employee or agent of the hospital may file a complaint against a practitioner's disruptive conduct through the SIM Safety Incident Management on the hospital intranet. No retaliation will be taken for reporting a concern in good faith.

- Complaints may be referred to the Department Chairperson, Chief Medical Officer or President of the Medical Staff.
- Reports will be maintained according to the Disruptive Event Reporting Policy of the Medical Staff.