Title IX Considerations in Clinical Settings

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Housekeeping

This session is being recorded.

CME Credit Requirements:

1. Attendance Record
   - Signing in during the webinar indicates your attendance.
   - If you are watching as a group, send an email immediately after the session to oaed@osteo.wvsom.edu with attendee names, credentials and email addresses.

2. Post-test

3. Session evaluation
   - A Survey Monkey link will be shared at the end of the presentation with the post-test and session evaluation. Please complete everything and submit.
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- We will be handling questions in the following ways:
  - Enter your question in the chat area
  - Unmute and ask your question
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  - A recording will be available and questions will be accepted for one month after today’s event. For more information email oaed@osteowvsom.edu.
Nothing to Disclose
Objectives for this Session

- Articulate the scope of the problem of sexual harassment in medicine.
- Define what is meant in WVSOM policy by sexual harassment.
- Identify actions that you can take to help prevent sexual harassment from occurring.
- Given example cases, determine if an action could potentially fall under the category of sexual harassment and, if so, how you would handle it? Also, could the scenario have been prevented?
Review: What is Title IX?

- No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

- At WVSOM, the policy that covers sex-based discrimination is GA-14.
WVSOM Title IX Resources

- Institutional Policy GA-14
- WVSOM Title IX Website: https://www.wvsom.edu/OMS/TIX/TIX-overview
- Preceptor Manual

How do students learn about these issues?
- Students receive presentations on Title IX during Orientation in years 1, 2 and 3
- Students receive curricular instruction on boundary issues from the ethics and communications standpoints in Year 2
What is Included on the Sexual Harassment Continuum?
Examples

Above the waterline: Recent high profile issues: Michigan State, Ohio State

Below the waterline:

- “As our complaint details, we left...emotionally and psychologically scarred after being demeaned by male leadership, denied promotions, underpaid compared to male colleagues, and systematically gaslit by internal reporting structures that were meant to protect us.” (Atkinson et al)

- “...those <students> who had <experienced harassment>...reported...being pressured to go on dates, ‘inadvertent’ brushing or touching, requests from patients to have sexual organs examined, groping, inappropriate gifts, harassment through phone calls or social media, stalking, and rape or attempted rape. Several cases of sexual blackmail and exposure of body parts were also reported, even though respondents were not specifically asked about these types of abuse.” (Moodie)

- “...one in three women and one in eight men experienced at least one incident of sexual harassment in the last year...the highest rates were among senior women, 40% of whom experienced harassment in the past year compared with 32% of junior women...The most common behaviors of sexual harassment were sexist storytelling or jokes and put downs...” (Viguers)
YOU Have the Power to Make a Difference

- The power of bystanders
- Remember the 3Ds – Direct, Distract, Delegate
- Encouraging those affected to report the behavior
Choosing to Report

- What are some barriers to reporting?
- 2018 article in Academic Medicine
  - Defines “covert retaliation”
- Why is reporting important?
Reporting is Key

How can we encourage more reporting?
- Talking with senior faculty
- Safety in numbers
- Also remember the prohibition on retaliation
Where Can Reports be Made?

- WVSOM Title IX Website Lists the Following:
  - Confidential Reporting:
    - Off campus: Local WV Nonprofits
    - National Hotlines
    - For WVSOM students: ASPIRE
  - Resources to File a Grievance:
    - Title IX Coordinator
    - HR Office at the Hospital
    - Police
    - Department of Education’s Office on Civil Rights
Confidential Reporting: WV Local Nonprofits
National Hotlines

The National Domestic Violence Hotline
- [http://www.thehotline.org/](http://www.thehotline.org/)
- 1-800-799-7233 (SAFE)
  - Options for both Spanish and English
- 1-800-787-3224 for TTY

National Sexual Assault Hotline
- [https://www.rainn.org/about-national-sexual-assault-telephone-hotline](https://www.rainn.org/about-national-sexual-assault-telephone-hotline)
- 1-800-656-4673 (HOPE)
  - Connected to closest agency which can then connect to interpreters through a number provided by the WV Coalition Against Domestic Violence
A student who has previously rotated with you tells you about the first day of the surgery rotation in the hospital where they hope to do their residency. During the first surgery of the day, the surgeon is focused on one of the nurses. The surgeon starts by commenting on the nurse’s appearance that morning and then asks the nurse out for drinks and then for dinner that evening. It looked to the student like the nurse was uncomfortable with this attention. The surgeon does not comment on anyone else’s appearance or invite anyone else out for drinks or dinner.

- Does this action potentially fall under the category of sexual harassment?
- How would you address this situation?
- How would you advise the student?
- Could the scenario have been prevented?
Student Story 2
A student who has previously rotated with you tells you about their first day on their family medicine rotation. Just before lunch, the waiting room had emptied out, and the student was standing at the reception desk. All of sudden, the preceptor came out of his office, made a joke that the student couldn’t hear all of, and dropped his pants in front of the receptionist and the student, mooning both.

The preceptor, noticing the shocked expression on the student’s face said, “We just like to have fun around here. If you don’t like having fun...” and shrugged his shoulders at the student.

- Does this action potentially fall under the category of sexual harassment?
- How would you address this situation?
- How would you advise the student?
- Could the scenario have been prevented?
Student Story 3

A student who has previously rotated with you tells you about an incident during their ER rotation. A man and a woman entered the ER. She was clutching a bag of frozen peas to the side of her face. They checked in at the registration desk. The student noticed that during that process, he was talking a lot and even when she is asked a direct question, he answered for her. They sat down in the waiting area and were quiet for a few minutes. Suddenly, the student could hear his raised voice.

- Does this action potentially fall under the category of sexual harassment?
- How would you address this situation?
- How would you advise the student?
- Could the scenario have been prevented?
Student Story 4
A student who had previously rotated with you tells you about the rotation that they just completed. The student tells you that they learned so much from the preceptor, and they think that they may have finally decided which specialty they would like to go into, largely because the preceptor was such an inspiration.

One thing that they noticed was that the preceptor addressed every woman – students, fellow physicians, and patients included – as “honey.”

- Does this action potentially fall under the category of sexual harassment?
- How would you address this situation?
- How would you advise the student?
- Could the scenario have been prevented?
A student who has previously rotated with you tells you about their current rotation. During the first week of the rotation, the preceptor commented every day on the student’s appearance, complementing the student’s hair, smile and clothing. That Friday, the preceptor said to the student, “TGIF – you look tense!” and began to rub the student’s shoulders. The preceptor then asked the student if they were worried about money and suggested that the student sign up on a website that pairs students with wealthy older men.

- Does this action potentially fall under the category of sexual harassment?
- How would you address this situation?
- How would you advise the student?
- Could the scenario have been prevented?
Thank you for teaching our students and thinking about how you can be engaged in addressing sexual harassment!

DO something to make a difference.
Questions?
References


Evaluation and CME

- [https://www.surveymonkey.com/r/titleixconsiderations](https://www.surveymonkey.com/r/titleixconsiderations)
- [oaed@osteowvsom.edu](mailto:oaed@osteowvsom.edu)