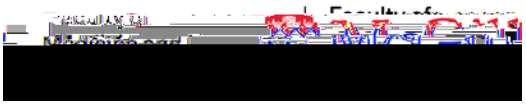
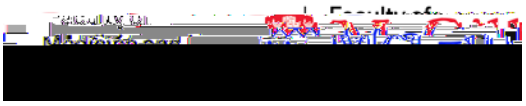
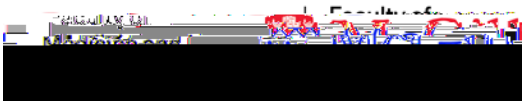


POLICY NAME	Code of Conduct
Approving body	Faculty of Medicine and Health Sciences Deanery Executive Committee
Initial approval date	April 30, 2003
Date of previous major review	June 17, 2019
Date of most recent major review	June 7, 2021
Executive Sponsor	Vice-Principal (Health Affairs) and Dean of Medicine and Health Sciences



(ii) are teachers or supervisors of students within a course or program of the Faculty of Medicine and Health Sciences, whether or not that teaching/supervision is occurring in a different organization or setting from the University and/or its affiliated teaching hospitals (generally academic staff, but may also include teachers contractually engaged to teach in specific courses, who may not be appointed as academic faculty within the Faculty of Medicine and Health Sciences at McGill)

(iii) are students registered in any degree, program, postdoctoral fellowship or course(s) offered by the University within the Faculty of Medicine and Health Sciences, whether the i



2. Expectations of Professional Standards

2.1 General

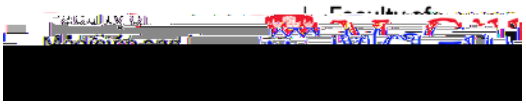
Professional conduct is the set of attitudes, behaviours and characteristics deemed desirable in all members of the Faculty that define the Faculty and its relationship to its members and to society. Professional standards serve to guide professional conduct.

2.2 Standards expected of all members of the Faculty

a) Students, teachers, and academic and non-academic staff are expected to be familiar with and comply with the policies of the University relating to conduct. These include, but are not limited to:

- Code of Student Conduct and Disciplinary Procedures
- Policy on Harassment and Discrimination Prohibited by Law (See also website.)
- Policy Against Sexual Violence (See also website)
- Regulation on Conflict of Interest
- Regulation on the Conduct of Research
- Related Standards, policies and regulations (See Section III below)

b) Students, teachers, and academic and non-academic staff are expected to abide by the standards of professional conduct at all times and in particular while in any setting where academic, research, clinical activities (including interactions with patients) or extra-curricular sports and social activities are carried out under the auspices of the University or where the student, teacher or academic or non-academic staff member is representing the University or its interests. This



V. Reporting

The Faculty is committed to protecting members and others who in good faith and with reasonable cause report actions that they believe constitute violations of this Code or other relevant codes, policies and laws as per the University's Policy on Safe Disclosure. Further instructions on reporting are provided in Appendix 2.

VI. Disciplinary Measures

A violation of this Code may lead to disciplinary measures in accordance with internal regulations, policies, codes or collective agreements to which the member is subject, in addition to any disciplinary measures that may be imposed by the professional body or other organizations to which the member belongs.

Such disciplinary measures may include processes of discovery, investigation and appeal, as appropriate.

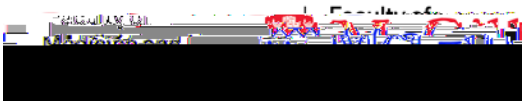
VII. Policy Review

The Policy will be reviewed every five years by the Faculty's Deanery Executive Committee, and will include a review of the Faculty's efforts to meet Policy objectives.

If the Deanery Executive Committee determines a need for revision, this will be undertaken by a working group whose comprehensive composition will be determined by the Deanery Executive Committee.

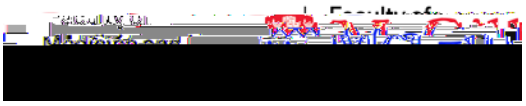
VIII. Acknowledgements

- All members of the Code of Conduct Revision Working Group



APPENDIX 1: Standards of Professional Conduct

All members of the Faculty are required to demonstrate the behaviours and to meet the expectations of professional conduct set out below, in all interactions related to the Faculty of Medicine



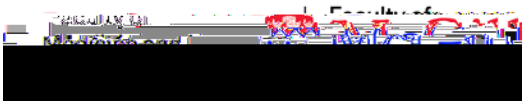
2.4. In order to ensure proper respectful relationships with patients, students, teachers, academic and non-academic staff, all members of the Faculty must establish and maintain appropriate personal boundaries, including, but not limited to, refraining from making unwanted romantic or sexual overtures, protecting personal information and respecting the individual workspace.

2.5. a. All members of the Faculty must not engage in sexual or romantic relations with patients with whom they have a professional relationship. Coercive or exploitive relationships with colleagues, students, patients, research participants or their families for any purpose including: emotional, financial, research, educational or sexual purposes are strictly forbidden.

b. All members of the Faculty must abide by the University's Code of Conduct: Romantic and Sexual Relationships between Teaching Staff and Students (section 8 of the University's Policy Against Sexual Violence).

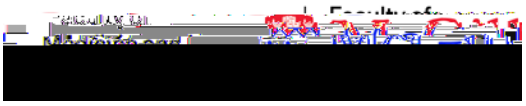
c. Those who are involved in clinical care must ensure that patients and families, as well as members of the health care team and academic community, are always treated with respect and dignity both in their presence and in discussions with other members of the health care team or academic community. Feedback to members of the health care team or academic community, whether oral or written, must be provided in a timely, constructive and respectful manner.

3.



4. Responsibility

4.1. All members of the Faculty must be accountable for their own actions in the workplace,



not post information that is untruthful, hurtful or disrespectful, and must use discretion when posting their own personal information.

4.11. Computers, cell phones and similar devices provided in the academic or health care settings must be used in accordance with the applicable policies, including those regarding personal use. Use of personal communication devices must not be disruptive or interfere with interactions with patients, families, health care providers, students, co-workers, administrative or support staff.

5. Examples of inappropriate and appropriate behaviour

In addition to the standards of professional conduct referred to above, the Faculty presents below a non-exhaustive list of behaviours that may be deemed "inappropriate" or "appropriate" for all members of the Faculty

- Providing treatment without appropriate supervision or authorization
- Misusing or misrepresenting an institutional or professional affiliation
- Engaging in plagiarism or otherwise misappropriating another's intellectual property
- Soliciting personal remuneration or reward of any kind from a patient or family beyond that which one is legally entitled to
- Stealing or misappropriating or misusing drugs, equipment or other property
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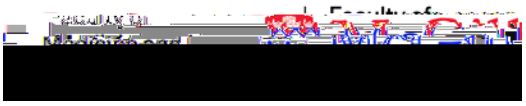
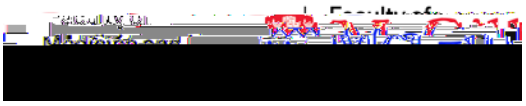


APPENDIX 2: Procedures to Address Breaches of Conduct

This Code is a foundational document for the Faculty of Medicine and Health Sciences. Allegations of breaches of the Code and the policies referred to therein are taken very seriously by the Faculty and its leadership. Although the specific approach to be taken will depend on the context in which the alleged breach has taken place, the Faculty provides several avenues for the handling of such allegations, as follows:

a. If the potential breach took place in a clinical learning environment and involves a student in a health professions program, in eith



APPENDIX 3: Code of Conduct Revision Working Group

Membership:

1. Saleem Razack (Chair)
2. Abraham Fuks (Research Integrity representative)
3. Chris Buddle (Dean of Students, McGill University representative)
4. John White (Basic Science Chair representative)