



Faculty of Medicine

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DATE: Nov. 23, 2017
TO: Learners, Staff, and Faculty Members in the Faculty of Medicine
FROM: Dean Steele, Faculty of Medicine
SUBJECT: Faculty of Medicine Unit Assessment

It has come to my attention that there have been several concerns raised about the Faculty of Medicine's learning environment that are extremely troubling to me as the Dean. These concerns have included allegations of bullying, intimidation, harassment and sexual harassment. In order to learn and work effectively and to reach our greatest potential, all members of the Faculty of Medicine community, our learners, our staff and our faculty collectively have an obligation to treat everyone with respect in order for the Faculty of Medicine to be a safe and nurturing learning environment.

As a result of the issues that were brought to my attention, I contacted the Sexual Harassment Advisor, Ms. Rhonda Shortall, indicating the incidents and concerns raised may be of a sexual nature and may constitute sexual harassment under the Sexual Harassment and Sexual Assault policy. As per section 2.9 of the [Sexual Harassment and Sexual Assault policy](#), I asked Ms. Rhonda Shortall to seek the President's authorization for a Unit Assessment. Ms. Rhonda Shortall agreed that the circumstances warranted enactment of section 2.9 and; as such, she requested the President order a Unit Assessment, which President Kachanoski has indeed authorized.

A Unit Assessment is defined in the Sexual Harassment and Sexual Assault policy as:
"An independent third-party review of the work, study or research environment that seeks to gather information that relates to issues of sexual harassment in the unit and to identify causes and effects and to make recommendations to the unit."

The Unit Assessment will focus on:

- The application and alignment of the Faculty of Medicine's policies so they are in alignment with Memorial University's Sexual Harassment and Sexual Assault policy
- The culture and the learning environment as it pertains to the reporting and response to incidents of sexual harassment and sexual assault.

Further information about the details of the Unit Assessment will be provided after a decision is made with respect to the external investigator and the terms of reference of the Unit Assessment.

As the Dean of the Faculty of Medicine, I am committed to a learning environment free of bullying, intimidation, harassment, sexual harassment and sexual assault. I will keep the Faculty of Medicine aware of the next steps as they are available. Such a Unit Assessment will enable the Faculty of Medicine to improve our culture so that we can all learn and work in an environment that is safe and respectful.

Margaret

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