



**UNIVERSITY
OF ALBERTA**

FACULTY OF MEDICINE & DENTISTRY

Office of Professionalism

Annual Report

The Professionalism Online Reporting System

<https://www.ualberta.ca/medicine/resources/faculty-and-staff/professionalism/professionalism-submission.html>

2024-2025

Professionalism ACCOLADES 2024-2025		Total Number of Accolades: 9. Role of person/entity named: Resident (5), Faculty (1), Staff members (1), Health Professional (1), Preceptor (1). Setting: Non-Clinical (3), Clinical (6). Status: Closed (9).					
Report Type		Person's Role	Status	Setting	Anonymized Description	Professionalism Values	Outcomes/Actions
1	Accolade Report	Resident	Closed	Clinical	Lack of people on service and a resident stepped in and stepped up to ensure service was supported, patients were care for and individuals on service were looked after. Went above and beyond responsibilities and expected duties.	Demonstrated exceptional professional behaviors including respect, civility, responsibility and team collaboration while promoting excellence and inquiry in a patient centered manner.	Accolade letter of acknowledgement sent to individual and individual's supervisor.
2	Accolade Report	Staff Group	Closed	Non-clinical	Kudos to individuals involved with accreditation processes.	Respect and civility, responsible behaviors, excellence and inquiry.	Accolade letter of acknowledgement sent to individuals and individual's supervisor.
3	Accolade Report	Resident	Closed	Clinical	Very supportive of learners and went above and beyond checking in with the team after a psychologically distressing event.	Respect and civility, responsible behavior, excellence and inquiry.	Accolade letter of acknowledgement sent to individual and individual's supervisor.
4	Accolade Report	Health Professional	Closed	Clinical	Excellent communication and patient-family centered care by members of a care team who deal with a complex clinical patient.	Respect and civility and responsible behavior.	Accolade letter of acknowledgement sent to individual and individual's supervisor.
5	Accolade Report	Resident	Closed	Clinical	Compassion and care demonstrated to healthcare team members after a morally distressing event and ongoing check ins to ensure their wellness as well as availability to debrief.	Respect and civility and responsible behavior.	Accolade letter of acknowledgement sent to individual and individual's supervisor.
6	Accolade Report	Preceptor	Closed	Non-clinical	Incredible teaching provided to learners.	Respect and civility and excellence and inquiry.	Accolade letter of acknowledgement sent to individual and individual's supervisor.
7	Accolade Report	Resident	Closed	Clinical	Mentoring and supervising learners on call and ensuring their wellness needs were attended to by another resident.	Respect and civility, responsible behaviors, excellence and inquiry.	Accolade letter of acknowledgement sent to individual and individual's supervisor.
8	Accolade Report	Faculty Member	Closed	Non-clinical	Humbling and inspiring lecture delivered by a faculty.	Respect and civility, excellence and inquiry.	Accolade letter of acknowledgement sent to individual and individual's supervisor.
9	Accolade Report	Resident	Closed	Clinical	Difficult conversations with a patient and family members dealt with in a compassionate caring manner that went above and beyond.	Respect and civility, responsible behaviors.	Accolade letter of acknowledgement sent to individual and individual's supervisor.

MISTREATMENT Concerns 2024-25		Total number of Mistreatment Reports: 107. Role of named person: Student (47), Faculty Member (36), Resident (14), Health Professional (5), Administrative Staff (4), Social Media Account (1). Status: Closed (107). Setting: Non-Clinical (64), Clinical (43).					
Report Type		Person's Role	Status	Setting	Anonymized Description	Professionalism Values	Outcomes/Actions
1	Mistreatment Report	Resident	Closed	Clinical	Mistreatment of staff by faculty in a clinical setting.	Perceived lack of respect and civility.	Level 1 intervention.
2	Mistreatment Report	Student	Closed	Non-clinical	Sexual and gender based violence of a learner by another learner.	Perceived lack of honesty, integrity and confidentiality; respect and civility; responsible behavior and psychological safety.	Level 4 intervention; triaged outside of the Office of Professionalism.
3	Mistreatment Report	Student	Closed	Non-clinical	Sexual and gender based violence of a learner by another learner.	Perceived lack of honesty, integrity and confidentiality; respect and civility; responsible behavior and psychological safety.	Level 4 intervention; triaged outside of the Office of Professionalism.
4	Mistreatment Report	Faculty Member	Closed	Non-clinical	Physical boundary concerns between two faculty members.	Perceived lack of respect and civility; responsible behavior and lack of psychological safety.	Level 2 intervention.
5	Mistreatment Report	Resident	Closed	Clinical	Learner mistreating staff in a clinical setting.	Perceived lack of respect and civility.	No intervention; reporter did not want to meet.
6	Mistreatment Report	Health Professional	Closed	Clinical	Staff mistreating a learner in a clinical setting.	Perceived lack of respect and civility; responsible behavior and excellence and inquiry.	Level 1 intervention.
7	Mistreatment Report	Administrative Staff	Closed	Clinical	Staff mistreating faculty in a clinical setting.	Perceived lack of respect and civility, responsible behavior and psychological safety.	Level 2 intervention.
8	Mistreatment Report	Student	Closed	Clinical	Learner not being honest with roles and responsibilities including offering care plans that were inappropriate for care of patient.	Perceived lack of honesty, integrity and confidentiality; respect and civility and responsible behavior.	Level 2 intervention.
9	Mistreatment Report	Faculty Member	Closed	Clinical	Poor faculty communication leading to toxic work environment in the clinical setting.	Perceived lack of respect and civility.	No intervention; anonymous reporter.
10	Mistreatment Report	Faculty Member	Closed	Clinical	Boundary violations between a faculty and learner.	Perceived lack of respect and civility; responsible behavior; excellence and inquiry including maintaining a psychologically safe environment to support learners.	Level 3 intervention.
11	Mistreatment Report	Faculty Member	Closed	Clinical	Mistreatment of a learner by faculty in a clinical setting.	Perceived lack of respect and civility, responsible behavior, excellence and inquiry due to lack of a psychologically safe learning environment.	No intervention; reporter wanted to file concern only.
12	Mistreatment Report	Resident	Closed	Non-clinical	Concerns regarding lack of communication, not engaging in positive interdisciplinary dynamics and hierarchy within the clinical team despite supports, feedback and interventions.	Perceived lack of respect and civility, responsible behavior, excellence and inquiry due to lack of a psychologically safe learning environment.	Level 3 intervention.

13	Mistreatment Report	Student	Closed	Non-clinical	Use of a laptop during a classroom session where laptops were asked to be put away.	Perceived lack of respect and civility.	Level 1 intervention.
14	Mistreatment Report	Faculty Member	Closed	Clinical	Mistreatment of a learner by faculty in the clinical setting.	Perceived lack of respect and civility; responsible behavior.	Level 1 intervention.
15	Mistreatment Report	Health Professional	Closed	Clinical	Mistreatment of a learner by staff and concerns regarding patient care.	Perceived lack of respect and civility; responsible behavior.	No intervention; triaged outside of the Office of Professionalism.
16	Mistreatment Report	Resident	Closed	Clinical	Professionalism concern regarding repeat absenteeism and untrue communications in a clinical setting. Repeat behaviors despite support, feedback and interventions.	Perceived lack of honesty, integrity and confidentiality; respect and civility and responsible behavior.	Level 3 intervention.
17	Mistreatment Report	Faculty Member	Closed	Non-clinical	Repetitive swearing during a formal teaching session with learners.	Perceived lack of respect and civility; responsible behavior.	Level 1 intervention.
18	Mistreatment Report	Health Professional	Closed	Clinical	Mistreatment of a learner by staff in the clinical setting.	Perceived lack of respect and civility.	No intervention; reporter did not want to meet.
19	Mistreatment Report	Faculty Member	Closed	Non-clinical	Mistreatment of a learner by faculty in teaching setting.	Perceived lack of respect and civility; responsible behavior.	No intervention; anonymous reporter.
20	Mistreatment Report	Student	Closed	Non-clinical	Concerns regarding learner absenteeism.	Perceived lack of honesty, integrity and confidentiality; respect and civility.	Level 1 intervention.
21	Mistreatment Report	Student	Closed	Non-clinical	Concerns regarding learner absenteeism.	Perceived lack of honesty, integrity and confidentiality; respect and civility.	Level 1 intervention.
22	Mistreatment Report	Student	Closed	Non-clinical	Concerns regarding learner absenteeism.	Perceived lack of honesty, integrity and confidentiality; respect and civility.	Level 1 intervention.
23	Mistreatment Report	Student	Closed	Non-clinical	Concerns regarding learner absenteeism.	Perceived lack of honesty, integrity and confidentiality; respect and civility.	Level 1 intervention.
24	Mistreatment Report	Student	Closed	Non-clinical	Concerns regarding learner absenteeism.	Perceived lack of honesty, integrity and confidentiality; respect and civility.	Level 1 intervention.
25	Mistreatment Report	Student	Closed	Non-clinical	Concerns regarding learner absenteeism.	Perceived lack of honesty, integrity and confidentiality; respect and civility.	Level 1 intervention.
26	Mistreatment Report	Resident	Closed	Clinical	Lack of communication by a learner to justify clinical processes and actions.	Perceived lack of respect and civility; responsible behavior.	No intervention; anonymous reporter.
27	Mistreatment Report	Faculty Member	Closed	Clinical	Mistreatment of learners by faculty including mistreatment and hidden curriculum in a clinical setting.	Perceived lack of respect and civility; responsible behavior; excellence and inquiry including maintaining a psychologically safe environment to support learners.	Level 2 intervention.
28	Mistreatment Report	Faculty Member	Closed	Non-clinical	Intimidation of a former staff member.	Perceived lack of honesty, integrity and confidentiality.	No intervention. Triaged outside of the Office of Professionalism; reporter was outside of Faculty of Medicine and Dentistry.
29	Mistreatment Report	Faculty Member	Closed	Clinical	Mistreatment of a learner by faculty in the clinical setting.	Perceived lack of respect and civility.	Level 1 intervention.

30	Mistreatment Report	Faculty Member	Closed	Non-clinical	Sexual boundary violation of a learner by faculty.	Perceived lack of respect and civility, responsible behavior and psychological safety.	Level 4 intervention; triaged outside of the Office of Professionalism.
31	Mistreatment Report	Resident	Closed	Non-clinical	Concern regarding learner involved with illegal activities.	Perceived lack of honesty, integrity and confidentiality; responsible behavior.	No intervention; anonymous reporter.
32	Mistreatment Report	Student	Closed	Non-clinical	Scanning electronically to attend class then leaving shortly thereafter.	Perceived lack of honesty, integrity and confidentiality; respect and civility.	No intervention; anonymous reporter.
33	Mistreatment Report	Resident	Closed	Non-clinical	Concerns regarding physical safety of another learner.	Perceived lack of respect and civility and psychological safety.	No intervention; triaged outside of the Office of Professionalism.
34	Mistreatment Report	Resident	Closed	Non-clinical	Concerns regarding physical safety of another learner.	Perceived lack of respect and civility and psychological safety.	No intervention; triaged outside of the Office of Professionalism.
35	Mistreatment Report	Social Media Account	Closed	Non-clinical	Concerns regarding discriminatory social media messaging on a departmental webpage.	Perceived lack of respect and civility; responsible behavior.	Level 2 intervention.
36	Mistreatment Report	Student	Closed	Non-clinical	Scanning electronically to attend class then leaving shortly thereafter.	Perceived lack of honesty, integrity and confidentiality; respect and civility.	No intervention; anonymous reporter.
37	Mistreatment Report	Student	Closed	Non-clinical	Discriminatory remarks made by learner during a teaching session.	Perceived lack of respect and civility.	Level 1 intervention.
38	Mistreatment Report	Student	Closed	Non-clinical	Learner not in attendance.	Perceived lack of honesty, integrity and confidentiality; respect and civility.	No intervention; anonymous reporter.
39	Mistreatment Report	Student	Closed	Non-clinical	Scanning electronically to attend class then leaving shortly thereafter.	Perceived lack of honesty, integrity and confidentiality; respect and civility.	No intervention; anonymous reporter.
40	Mistreatment Report	Faculty Member	Closed	Non-clinical	Concern regarding hiring practices by a faculty.	Perceived lack of honesty, integrity and confidentiality; respect and civility.	Level 1 intervention.
41	Mistreatment Report	Faculty Member	Closed	Clinical	Unsafe learning environment in which there is a culture of gossiping and back-biting against learners by faculty in a clinical setting.	Perceived lack of honesty, integrity and confidentiality; respect and civility; responsible behavior and excellence and inquiry.	Level 2 intervention.
42	Mistreatment Report	Student	Closed	Clinical	Mistreatment of a learner by another learner in the clinical setting.	Perceived lack of respect and civility.	No intervention; anonymous reporter.
43	Mistreatment Report	Resident	Closed	Clinical	Learner arguing with members of the healthcare team.	Perceived lack of respect and civility.	Level 1 intervention.
44	Mistreatment Report	Faculty Member	Closed	Clinical	Unsafe learning environment in which there is a culture of gossiping and back-biting against learners by faculty in a clinical setting.	Perceived lack of honesty, integrity and confidentiality; respect and civility; responsible behavior and excellence and inquiry.	Level 2 intervention.
45	Mistreatment Report	Student	Closed	Non-clinical	Racist remarks made during a webinar.	Perceived lack of respect and civility.	No intervention; anonymous reporter.
46	Mistreatment Report	Faculty Member	Closed	Clinical	Mistreatment of a learner by faculty in a clinical setting.	Perceived lack of respect and civility and responsible behavior as well as psychological safety.	Level 2 intervention.

47	Mistreatment Report	Faculty Member	Closed	Non-clinical	Faculty preferentially treating other learners within the same training program.	Perceived lack of respect and civility and responsible behaviors.	No intervention; anonymous reporter.
48	Mistreatment Report	Resident	Closed	Clinical	Professionalism concern regarding repeat absenteeism and untrue communications in a clinical setting. Repeat behaviors despite support, feedback and interventions.	Perceived lack of honesty, integrity and confidentiality; respect and civility and responsible behavior.	Level 3 intervention.
49	Mistreatment Report	Resident	Closed	Clinical	Professionalism concern regarding repeat absenteeism in a clinical setting; repeat behaviors despite supports, feedback and interventions.	Perceived lack of respect and civility and responsible behavior.	Level 3 intervention.
50	Mistreatment Report	Administrative Staff	Closed	Non-clinical	Learner not asked for permission to proceed with an academic process for which permissions needed to be granted.	Perceived lack of honesty. integrity and confidentiality and respect and civility.	Level 2 intervention.
51	Mistreatment Report	Resident	Closed	Clinical	Mistreatment of healthcare staff by a learner in a clinical setting.	Perceived lack of respect and civility.	Level 1 intervention.
52	Mistreatment Report	Faculty Member	Closed	Non-clinical	Use of inappropriate derogatory language in a lecture to learners.	Perceived lack of respect and civility, responsible behavior, excellence and inquiry due to lack of a psychologically safe learning environment.	Level 2 intervention.
53	Mistreatment Report	Faculty Member	Closed	Non-clinical	Use of inappropriate derogatory language in a lecture to learners.	Perceived lack of respect and civility, responsible behavior, excellence and inquiry due to lack of a psychologically safe learning environment.	Level 2 intervention.
54	Mistreatment Report	Faculty Member	Closed	Clinical	Faculty mistreating other faculty in a clinical setting.	Perceived lack of respect and civility and responsible behavior.	Level 2 intervention.
55	Mistreatment Report	Faculty Member	Closed	Non-clinical	Faculty not allowing learners to attend scheduled medical appointments.	Perceived lack of respect and civility and responsible behavior.	No intervention; reporter did not want to meet.
56	Mistreatment Report	Faculty Member	Closed	Clinical	Mistreatment of learners by a faculty in a clinical setting.	Perceived lack of respect and civility.	Level 1 intervention.
57	Mistreatment Report	Faculty Member	Closed	Clinical	Collection of concerns by learners regarding repeat mistreatment by a faculty in a clinical setting.	Perceived lack of respect and civility; responsible behavior; excellence and inquiry including maintaining a psychologically safe environment to support learners.	Level 2 intervention.
58	Mistreatment Report	Administrative Staff	Closed	Non-clinical	Staff discussing members of the office; gossiping and backbiting.	Perceived lack of honesty, integrity and confidentiality; respect and civility and responsible behavior.	No intervention; anonymous reporter.
59	Mistreatment Report	Student	Closed	Clinical	Learner experiencing sexual gender based violence by another learner.	Perceived lack of respect and civility, responsible behavior and psychological safety.	Level 4 intervention; triaged outside of the Office of Professionalism.
60	Mistreatment Report	Faculty Member	Closed	Clinical	Faculty demonstrating intimidating racist and misogynistic behaviors towards other faculty and staff in a clinical setting.	Perceived lack of respect and civility, responsible behavior and lack of psychological safety.	Level 4 intervention; triaged outside of the Office of Professionalism.
61	Mistreatment Report	Student	Closed	Non-clinical	Breach of privacy by a learner.	Perceived lack of honesty, integrity and confidentiality, respect and civility and responsible behaviors.	Level 3 intervention.

62	Mistreatment Report	Faculty Member	Closed	Non-clinical	Faculty delivering threatening and intimidating lecture to learners.	Perceived lack of respect and civility and psychological safety.	Level 1 intervention.
63	Mistreatment Report	Student	Closed	Non-clinical	Learner reporting sexual gender based violence by a learner on behalf of another learner.	Perceived lack of respect and civility and responsible behavior.	No intervention; reporter wanted to file concern only.
64	Mistreatment Report	Student	Closed	Clinical	Learner leaving clinical rotation early and found to be napping elsewhere.	Perceived lack of honesty, integrity and confidentiality as well as respect and civility and responsible behavior.	No intervention; anonymous reporter.
65	Mistreatment Report	Student	Closed	Non-clinical	Learner reporting sexual gender based violence by a learner on behalf of another learner.	Perceived lack of respect and civility and responsible behavior.	No intervention; reporter did not want to meet.
66	Mistreatment Report	Faculty Member	Closed	Clinical	Mistreatment of a learner by a faculty including belittling and shame based learning during a clinical rotation.	Perceived lack of respect and civility, responsible behavior and excellence and inquiry; not promoting a psychologically safe learning environment.	Level 2 intervention.
67	Mistreatment Report	Resident	Closed	Clinical	Learner experiencing sexual gender based violence by another learner.	Perceived lack of honesty integrity and confidentiality, respect and civility, responsible behavior, excellence and inquiry and psychological safety.	No intervention; learner did not want to pursue the concern. Reporter wanted documentation only.
68	Mistreatment Report	Faculty Member	Closed	Clinical	Environmental concern regarding several faculty mistreating learners repeatedly.	Perceived lack of respect and civility, responsible behavior, excellence and inquiry due to lack of a psychologically safe learning environment.	Level 2 intervention.
69	Mistreatment Report	Faculty Member	Closed	Clinical	Faculty mistreatment of another faculty; specifically regarding rudeness and disrespect as well as belittling.	Perceived lack of respect and civility, responsible behavior and lack of psychological safety.	No intervention; reporter wanted to file concern only.
70	Mistreatment Report	Faculty Member	Closed	Clinical	Faculty mistreatment of another faculty during a workplace meeting.	Perceived lack of respect and civility, responsible behavior and psychological safety due to the belittling and bullying.	Level 2 intervention.
71	Mistreatment Report	Faculty Member	Closed	Clinical	Faculty concerns regarding another faculty around perceived mistreatment, intimidation and discrimination in workplace.	Perceived lack of honesty, integrity and confidentiality (not managing biases and conflicts of interest), respect and civility (concerns around misogyny) and psychological safety due to perceived retaliatory behaviors.	Level 2 intervention.
72	Mistreatment Report	Student	Closed	Non-clinical	Learner arriving into lecture late and leaving half way.	Perceived lack of respect and civility.	Level 1 intervention.
73	Mistreatment Report	Student	Closed	Non-clinical	Learner arriving into lecture late.	Perceived lack of respect and civility.	No intervention; anonymous reporter.
74	Mistreatment Report	Student	Closed	Non-clinical	Learner disclosing health information without permissions.	Perceived lack of honesty, integrity, confidentiality and responsible behaviors.	Triaged outside of the Office of Professionalism; reporter was outside of Faculty of Medicine and Dentistry.
75	Mistreatment Report	Student	Closed	Non-clinical	Learner reporting inappropriate comments on social media by a faculty.	Perceived lack of respect and civility and responsible behaviors.	No intervention; reporter did not want to meet. Other organizations were involved.

76	Mistreatment Report	Student	Closed	Non-clinical	Mistreatment of a learner by a learner in a non-clinical setting; belittling and intimidation.	Perceived lack of respect and civility and responsible behavior as well as psychological safety.	No intervention; anonymous reporter.
77	Mistreatment Report	Student	Closed	Non-clinical	Learner posting on social media.	Perceived lack of responsible behavior.	No intervention; anonymous reporter.
78	Mistreatment Report	Student	Closed	Non-clinical	Mistreatment of a learner by another learner in a non-clinical setting. Concerns regarding retaliation and lack of psychological safety.	Perceived lack of respect and civility and psychological safety.	Level 2 intervention.
79	Mistreatment Report	Student	Closed	Non-clinical	Mistreatment of a learner by another learner in a non-clinical setting.	Perceived lack of honesty, integrity and confidentiality; respect and civility.	No intervention; reporter wanted to file concern only.
80	Mistreatment Report	Student	Closed	Non-clinical	Mistreatment of a learner by another learner in a non-clinical setting.	Perceived lack of honesty, integrity and confidentiality; respect and civility.	No intervention; reporter wanted to file concern only.
81	Mistreatment Report	Student	Closed	Non-clinical	Mistreatment of a learner by another learner in a non-clinical setting.	Perceived lack of honesty, integrity and confidentiality; respect and civility.	No intervention; reporter wanted to file concern only.
82	Mistreatment Report	Student	Closed	Non-clinical	Learner signing in for attendance then leaving class.	Perceived lack of respect and civility; honesty, integrity and confidentiality and responsible behaviors.	Level 1 intervention.
83	Mistreatment Report	Student	Closed	Non-clinical	Learner signing in for attendance then leaving class.	Perceived lack of respect and civility; honesty, integrity and confidentiality and responsible behaviors.	Level 1 intervention.
84	Mistreatment Report	Student	Closed	Non-clinical	Mistreatment of a learner with concerns around sexual gender based violence.	Perceived lack of respect and civility.	No intervention; anonymous reporter.
85	Mistreatment Report	Faculty Member	Closed	Clinical	Mistreatment of a learner by faculty including assignment of inappropriate clinical roles and responsibilities.	Perceived lack of respect and civility and responsible behaviors, including creating an environment conducive to learning, taking personal responsibility for actions and assuring that patient care assumes the highest priority in the clinical setting.	Level 2 intervention.
86	Mistreatment Report	Student	Closed	Non-clinical	Concerns regarding learners cheating on an exam.	Perceived lack of honesty, integrity and confidentiality and responsible behavior.	No intervention; anonymous reporter.
87	Mistreatment Report	Faculty Member	Closed	Clinical	Mistreatment of a learner by faculty in a clinical setting.	Perceived lack of respect and civility as well as psychological safety.	No intervention; reporter did not want to meet.
88	Mistreatment Report	Faculty Member	Closed	Clinical	Mistreatment of a learner by faculty; belittling and backbiting behaviors, in a clinical setting.	Perceived lack of respect and civility, responsible behavior and psychological safety.	No intervention; reporter did not want to meet.
89	Mistreatment Report	Faculty Member	Closed	Non-clinical	Mistreatment of a learner by faculty and concern regarding bias and discrimination.	Perceived lack of honesty, integrity and confidentiality, specifically being able to recognize and manage conflicts of interest. Perceived lack of respect & civility.	Level 1 intervention.
90	Mistreatment Report	Student	Closed	Non-clinical	Mistreatment of a learner by another learner in a public space.	Perceived lack of respect and civility.	Level 1 intervention.
91	Mistreatment Report	Faculty Member	Closed	Non-clinical	Mistreatment of learners by a faculty including belittling and bullying in a public setting.	Perceived lack of respect and civility and maintenance of a psychologically safe environment.	Level 2 intervention.
92	Mistreatment Report	Faculty Member	Closed	Clinical	Mistreatment of faculty by a learner in a clinical setting.	Perceived lack of respect and civility and responsible behavior.	Level 2 intervention.

93	Mistreatment Report	Faculty Member	Closed	Clinical	Mistreatment of a learner by faculty in a public clinical setting in front of other members of the healthcare team.	Perceived lack of respect and civility; responsible behavior, including not creating an environment conducive to learning, modelling professional behaviors or supporting a psychologically safe environment; excellence and inquiry, not nurturing collaborative models of care.	Level 2 intervention.
94	Mistreatment Report	Student	Closed	Non-clinical	Learners conducting themselves in an unprofessional manner in a classroom setting.	Perceived lack of respect and civility and responsible behaviors.	Level 2 intervention.
95	Mistreatment Report	Resident	Closed	Clinical	Mistreatment of a learner by a learner leading to a negative evaluation.	Perceived lack of honesty, integrity and confidentiality, specifically reporting in an ethical and honest manner. Respect and civility. Responsible behavior including role modelling and creating an environment conducive to learning.	Level 2 intervention.
96	Mistreatment Report	Health Professional	Closed	Clinical	Mistreatment of a patient by a faculty.	Perceived lack of respect and civility and responsible behaviors	No intervention. Triaged outside of the Office of Professionalism; reporter was outside of Faculty of Medicine and Dentistry.
97	Mistreatment Report	Administrative Staff	Closed	Non-clinical	Mistreatment of a learner by staff.	Perceived lack of respect and civility.	No intervention. Triaged outside of the Office of Professionalism; reporter was outside of Faculty of Medicine and Dentistry.
98	Mistreatment Report	Health Professional	Closed	Clinical	Mistreatment of residents by nursing staff on the ward.	Perceived lack of respect and civility; responsible behaviors, specifically around not supporting and environment of safety and trust and not role modelling professional behaviors to members of the health care team.	No intervention; reporter did not want to meet.
99	Mistreatment Report	Student	Closed	Non-clinical	Mistreatment of a learner by another learner.	Perceived lack of respect and civility.	Level 1 intervention.
100	Mistreatment Report	Student	Closed	Non-clinical	Mistreatment of a learner by another learner.	Perceived lack of respect and civility.	Level 1 intervention.
101	Mistreatment Report	Student	Closed	Non-clinical	Mistreatment of a learner by another learner.	Perceived lack of respect and civility.	Level 1 intervention.
102	Mistreatment Report	Student	Closed	Non-clinical	Mistreatment of a learner by another learner.	Perceived lack of respect and civility.	Level 1 intervention.
103	Mistreatment Report	Student	Closed	Non-clinical	Mistreatment of a learner by another learner.	Perceived lack of respect and civility.	Level 1 intervention.
104	Mistreatment Report	Student	Closed	Non-clinical	Mistreatment of a learner by another learner.	Perceived lack of respect and civility.	Level 1 intervention.
105	Mistreatment Report	Student	Closed	Non-clinical	Mistreatment of a learner by another learner.	Perceived lack of respect and civility, responsible behavior and psychological safety.	Level 3 intervention.

106	Mistreatment Report	Student	Closed	Non-clinical	Mistreatment of a learner by another learner.	Perceived lack of respect and civility, responsible behavior and psychological safety.	Level 3 intervention.
107	Mistreatment Report	Student	Closed	Non-clinical	Concern regarding academic integrity of a learner.	Perceived lack of honesty, integrity and confidentiality; responsible behavior.	Level 4 intervention.

UNIVERSITY OF ALBERTA FACULTY OF MEDICINE & DENTISTRY							
PROFESSIONALISM Concerns 2024-25		Total number of Professionalism Concern reports: 5. Role of named person: Student (3), Health Professional (1), Resident (1). Status: Closed (5). Setting: Non-Clinical (4), Clinical (1).					
Report Type		Person's Role	Status	Setting	Anonymized Description	Professionalism Values	Outcomes/Actions
1	Professionalism Concern Report	Student	Closed	Non-clinical	Concern regarding quantity and quality of learners' electronic communication.	Perceived lack of respect and civility.	No intervention; triaged outside of the Office of Professionalism.
2	Professionalism Concern Report	Student	Closed	Non-clinical	Concern regarding learner's personal hygiene.	Perceived lack of respect and civility.	Level 1 intervention.
3	Professionalism Concern Report	Health Professional	Closed	Clinical	Concern regarding faculty in a clinical setting.	Perceived lack of responsible behavior.	No intervention; anonymous reporter.
4	Professionalism Concern Report	Resident	Closed	Non-clinical	Learner cheating on an exam.	Perceived lack of honesty, integrity and confidentiality; responsible behavior.	Level 3 intervention.
5	Professionalism Concern Report	Student	Closed	Non-clinical	Learner not attending class, absenteeism.	Perceived lack of respect and civility; responsible behavior.	No intervention; anonymous concern.

See Racism reports below.

RACISM Concern Reports 2024-25		Total number of Racism reports: 7. Role of person named: Faculty member (4), Student (2) Administrative Staff (1). Status: Closed (7). Setting: Non-clinical (5), Clinical (2).					
Report Type		Person's Role	Status	Setting	Anonymized Description	Professionalism Values	Outcomes/Actions
1	Racism Concern Report	Student	Closed	Non-clinical	Use of inappropriate derogatory language in a social media post.	Perceived lack of respect and civility; responsible behavior.	Level 1 intervention.
2	Racism Concern Report	Faculty Member	Closed	Clinical	Concerns regarding racist terminology used in a meeting.	Perceived lack of respect and civility; responsible behavior.	Level 2 intervention.
3	Racism Concern Report	Faculty Member	Closed	Clinical	Concerns regarding bullying and intimidation.	Perceived lack of respect and civility; responsible behavior.	No intervention; anonymous concern.
4	Racism Concern Report	Faculty Member	Closed	Non-clinical	Lack of fairness around interview process for faculty and concerns around racism.	Perceived lack of honesty, integrity and confidentiality; respect and civility.	No intervention; historical and outside of the purview of the Office of Professionalism.
5	Racism Concern Report	Student	Closed	Non-clinical	Concerns regarding racist comments by a learner to other learners.	Perceived lack of respect and civility, responsible behaviors.	Level 1 intervention.
6	Racism Concern Report	Faculty Member	Closed	Non-clinical	Concerns regarding social media posts that were racist by a faculty member.	Perceived lack of respect and civility, responsible behaviors.	No intervention. Triaged outside of the Office of Professionalism; other organizations involved and dealing with matter.
7	Racism Concern Report	Administrative Staff	Closed	Non-clinical	Concerns regarding University MD admissions process.	Perceived lack of honesty, integrity and confidentiality, specifically around communication. Respect and civility, perceived discrimination by the reporter.	Level 2 intervention