



# Incidence and Characterization of Bullying in Medicine – An International Survey of Trainees

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## Introduction and Objectives:

- Workplace bullying is an issue that spans across multiple disciplines and environments.
- Workplace bullying negatively affects the psychological well being of medical trainees.
- Bullying in medicine negatively impacts provider health by adding stress and hindering the delivery of safe patient care.
- We aimed to identify the prevalence of workplace bullying among medical and surgical trainees and to identify the underlying factors and the characterization of the bullying from the trainees point of view.

## Methods:

### Selection of Cohort-

- We administered an electronic questionnaire to 10,902 residency and fellowship programs across the US (n=10,513) and Canada (n=389) between 7/2017 to 8/2017.

### Survey Development and Administration-

- This electronic questionnaire was developed and piloted at UIC through a compilation of previous studies on the issue.

## Conclusion:

- Nearly one-half of all trainees in the US and Canada have witnessed bullying in their training program, most commonly by an attending physician or co-trainee.
- This finding highlights the need to address this major issue in order to protect trainees from the negative effects of bullying.
- Future efforts should seek to provide methods to report and, perhaps more importantly, prevent bullying in medicine.

	All Respondents (%) (N=2,564)
<b>Age</b>	
20-25 years	68 (3)
26-30 years	1,425 (58)
31-35 years	778 (31)
36-40 years	155 (6)
>40 years	52 (2)
<b>Gender</b>	
Female	1,403 (57)
Male	1,081 (43)
<b>Citizenship</b>	
US Citizen	2,038 (79)
Canadian Citizen	195 (8)
Permanent Citizen	65 (3)
Visa Holder	179 (7)
No Response	87 (3)
<b>Marital Status</b>	
Single, never married	1,139 (46)
Married	1,255 (50)
<b>Race</b>	
White	1,526 (60)
Asian	524 (20)
Black	97 (4)
Hispanic	152 (6)
Other	265 (10)
<b>Resident Type</b>	
Categorical	2,510 (98)
Preliminary	54 (2)
<b>PGY Status</b>	
Junior	1,101 (43)
Senior	1,463 (57)
<b>Program Type</b>	
University	1,919 (78)
Community	555 (22)

Table 1: Characteristics of Respondents

	Number of Respondents (%) (N=2,564)
Surgery or surgical sub-specialty	510 (20)
Medicine or medicine sub-specialty	507 (20)
Pediatrics	247 (10)
Family Medicine	240 (9)
Obstetrics/Gynecology	211 (8)
Anesthesia	159 (6)
Psychiatry	157 (6)
Emergency Medicine	130 (5)
No Response	97 (4)
Radiology	82 (3)
Pathology	73 (3)
Other	65 (2)
Dermatology	45 (2)
Physical Medicine and Rehabilitation	41 (2)

Table 2: Specialty of Respondents

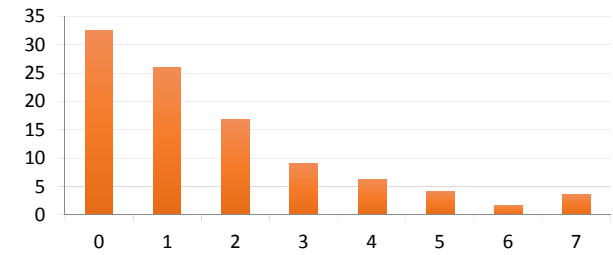


Figure 1: Frequency of Bullying Witnessed (Likert Scale)

	All Respondents (%) (N= 992)
<b>Source of Bullying</b>	
Attending Physician	585 (59)
Co-Trainee	327 (33)
Ancillary Staff	70 (8)
<b>Bully Gender</b>	
Female	391 (42)
Male	530 (58)
<b>Victim Gender</b>	
Female	501 (51)
Male	398 (41)

Table 3: Characteristics of the Bully and the Victim

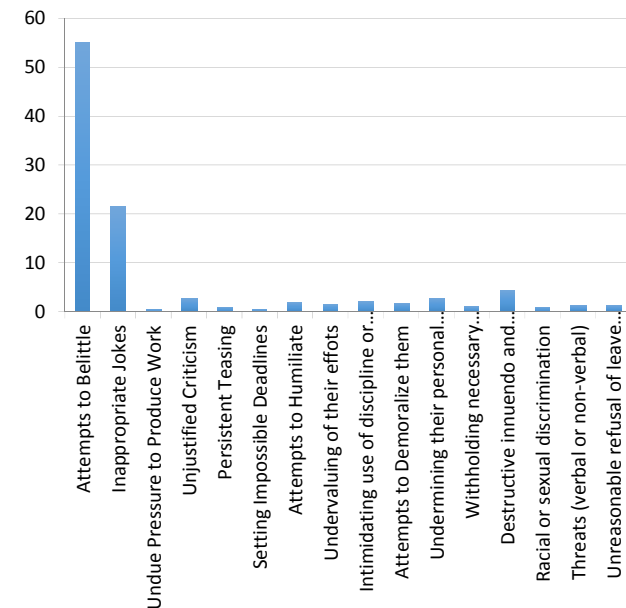


Figure 2: Type of Bullying Witnessed