

December 30, 2013

### Faculty Promise

A culture of respect and compassion is essential to achieving excellence in education and patient care. The University of Colorado School of Medicine and its affiliated hospitals will not tolerate disrespectful, hostile or disruptive behaviors. Such behaviors interfere with learning and threaten health care quality and patient safety. Therefore:

#### **I promise to:**

- ☐ Treat all learners (students, residents and clinical and post-doctoral fellows), patients, colleagues and co-workers with respect, compassion, empathy and tolerance at all times, even when we disagree.
- ☐ Maintain appropriate confidentiality regarding patients, learners, colleagues and co-workers.
- ☐ Respect the dignity and diverse backgrounds of individuals in all learning and patient care environments.
- ☐ Do my part to uphold a positive and respectful learning environment, one that is free from ridicule, exploitation, intimidation or harassment of learners.

#### **I understand that:**

- ☐ The unacceptable behaviors listed above can be unintended, yet still be perceived as disrespectful or abusive.
- ☐ Under the University of Colorado policy on retaliation, I may not assign a lower grade, write a poor evaluation, or threaten, harass or otherwise retaliate against any learner because he or she has reported, in good faith, a violation of this [Promise or the Faculty Professionalism Code](#).
- ☐ Adherence to these standards will be considered as a criterion for continued appointment as a faculty member, academic promotion and tenure.
- ☐ Serious or repeated violations of these standards may result in mandatory remediation, removal from patient care or teaching environments or other disciplinary actions. If any disciplinary action is recommended, I can expect to be notified, to have the opportunity to tell my version of the facts, to receive a fair assessment and to submit a grievance, in accordance with University and hospital policies.
- ☐ My obligations as a faculty member are described in more detail in the Professionalism Code of the School of Medicine, the [Teacher-Learner Agreement](#) and the [University of Colorado policy on sexual harassment and discrimination](#) (APS 5014).
- ☐ Maintaining a culture of respect and compassion is a shared responsibility between faculty members and institutional leaders.