I HAVE AN INTERPERSONAL ISSUE AT WORK WITH A COLLEAGUE

Is the problem one of the following:
1. Violence
2. Sexual harassment
3. Bullying
4. Discrimination
5. Impacting on patient safety

YES
NO
UNSURE

Is the problem having a significant impact on your learning or wellbeing?

YES
NO
YES

Consider discussing the issue with your colleague

Does this resolve the issue?

YES
NO

GET ADVICE

*INTERNAL

**EXTERNAL

You need to give consideration to reporting this behavior

Review your workplace policies

THINKING IT THROUGH

How bad is it?
1. Discuss your perceptions with a trusted colleague or mentor. *Refer to the red box titled 'Internal' on this page.
2. You may want to seek independent advice. **Refer to the red box titled 'External' on this page.

How often does it happen?
The problem is occurring at least ... times (day, week, month)

How does it affect you personally?
How do you feel or respond?
How long have these feelings been going on for?
How does it affect your physical, mental and emotional health?
Has anyone close to you noticed anything?
Anything else?

How does it affect your performance?
Describe how it has impacted on you?
Don’t want to come to work, crying at work, avoiding other people, can’t concentrate.
Have other people noticed anything?

How many people have been affected?
Have there been reports from other trainees?
Do other trainees try to avoid being allocated to this term?

This diagram is adapted from two sources

Consider seeking advice through a trusted senior colleague or mentor, HR department or medical administration.
Be aware that if you raise a significant concern in the workplace, the person you report it to may have a responsibility to escalate the issue to ensure that it is appropriately investigated and followed up. Review your workplace grievance policies for further information

Consider seeking independent advice
• Industrial organisation
• Legal representative
• Independant organisation
  › RACP Support Program
  › Doctors Health Advisory Service
  › Beyond Blue